



1 July 2026

FOI Ref 22958

**Request - You asked Staffordshire Police (SP) the following:**

I am writing to request information under the Freedom of Information Act 2000 regarding your force's expenditure on and staffing of Equality, Diversity and Inclusion (EDI) functions.

Please provide the following information for each of the financial years 2020/21, 2021/22, 2022/23, 2023/24, and 2024/25 (and 2025/26 where data is available or can be provided in part):

Section 1: EDI Staffing

The total number of full-time equivalent (FTE) employees whose primary role is focused on EDI, diversity, inclusion, or related functions (e.g. EDI officers, diversity leads, inclusion managers, hate crime coordinators employed in an EDI capacity).

The total number of FTE employees who have a partial EDI remit (i.e. where EDI duties form a recognised and defined part of their role), broken down by the approximate proportion of time dedicated to EDI.

The job titles and pay grades (or salary bands) associated with dedicated EDI roles.

Section 2: EDI Salary Expenditure

The total salary expenditure (including employer National Insurance contributions and pension contributions where available) on employees whose primary role is EDI-focused, for each of the years listed above.

If providing individual salary data would engage any exemption, please provide the aggregate total salary cost for all dedicated EDI staff in each year.

Please provide the following information for each of the financial years 2020/21, 2021/22, 2022/23, 2023/24, and 2024/25 (and 2025/26 where data is available or can be provided in part):

Section 1: EDI Training and Initiatives

The total amount spent on EDI training for officers and staff, including but not limited to: external training courses, mandatory diversity training, unconscious bias training, cultural awareness training, and any other training with EDI as its primary purpose.

The total amount spent on EDI initiatives, programmes, events, campaigns, and materials (e.g. awareness events, EDI strategy implementation, consultancy, external facilitators).

Whether any EDI training is delivered internally (and if so, at what cost) or through external providers, and the names of any external providers contracted for EDI-related training or consultancy during the period.



The total budget allocated to EDI functions (staffing, training, and initiatives combined) as a line item or identifiable budget heading, where this exists.

## Section 2: Organisational Structure

Whether your force has a dedicated EDI team, unit, or department, and if so, when it was established.

Whether there is a Chief EDI Officer, Head of EDI, or equivalent senior post, and if so, the salary band attached to that post.

SP received your request on 04/06/2026 and have processed this under the Freedom of Information Act (FOIA).

SP's response to your enquiry is as follows:

### **SP holds some of the requested information.**

I am writing to request information under the Freedom of Information Act 2000 regarding your force's expenditure on and staffing of Equality, Diversity and Inclusion (EDI) functions.

Please provide the following information for each of the financial years 2020/21, 2021/22, 2022/23, 2023/24, and 2024/25 (and 2025/26 where data is available or can be provided in part):

## Section 1: EDI Staffing

1. The total number of full-time equivalent (FTE) employees whose primary role is focused on EDI, diversity, inclusion, or related functions (e.g. EDI officers, diversity leads, inclusion managers, hate crime coordinators employed in an EDI capacity). – **Disclosed, please see the accompanying file entitled 'FOI 22958 Equality, Diversity and Inclusion Data'**.
2. The total number of FTE employees who have a partial EDI remit (i.e. where EDI duties form a recognised and defined part of their role), broken down by the approximate proportion of time dedicated to EDI. – **No information held.**

Please note we do not hold recorded data for the approximate proportion of time dedicated to EDI. Furthermore, this data includes the roles you have requested.

3. The job titles and pay grades (or salary bands) associated with dedicated EDI roles. – **Disclosed, please see the accompanying file entitled 'FOI 22958 Equality, Diversity and Inclusion Data'**.

## Section 2: EDI Salary Expenditure

4. The total salary expenditure (including employer National Insurance contributions and pension contributions where available) on employees whose primary role is EDI-focused, for each of the years listed above. – **Partially disclosed, please see the accompanying file entitled 'FOI 22958 Equality, Diversity and Inclusion Data'**.

Please be advised this data includes on costs.



5. If providing individual salary data would engage any exemption, please provide the aggregate total salary cost for all dedicated EDI staff in each year. – **Partially disclosed, please see the accompanying file entitled 'FOI 22958 Equality, Diversity and Inclusion Data'**.
6. Please provide the following information for each of the financial years 2020/21, 2021/22, 2022/23, 2023/24, and 2024/25 (and 2025/26 where data is available or can be provided in part): – **Partially disclosed, please see the accompanying file entitled 'FOI 22958 Equality, Diversity and Inclusion Data'**.

Please be advised SP only holds partial data for the financial years 2021/022.

#### Section 1: EDI Training and Initiatives

7. The total amount spent on EDI training for officers and staff, including but not limited to: external training courses, mandatory diversity training, unconscious bias training, cultural awareness training, and any other training with EDI as its primary purpose. – **Partially disclosed, please see the accompanying file entitled 'FOI 22958 Equality, Diversity and Inclusion Data'**.
8. The total amount spent on EDI initiatives, programmes, events, campaigns, and materials (e.g. awareness events, EDI strategy implementation, consultancy, external facilitators). – **Partially disclosed, please see the accompanying file entitled 'FOI 22958 Equality, Diversity and Inclusion Data'**.
9. Whether any EDI training is delivered internally (and if so, at what cost) or through external providers, and the names of any external providers contracted for EDI-related training or consultancy during the period. – **Partially disclosed, please see the accompanying file entitled 'FOI 22958 Equality, Diversity and Inclusion Data'**.
10. The total budget allocated to EDI functions (staffing, training, and initiatives combined) as a line item or identifiable budget heading, where this exists. – **Partially disclosed, please see the accompanying file entitled 'FOI 22958 Equality, Diversity and Inclusion Data'**.

#### Section 2: Organisational Structure

11. Whether your force has a dedicated EDI team, unit, or department, and if so, when it was established. – **Disclosed, The EDI team was established in 2021.**
12. Whether there is a Chief EDI Officer, Head of EDI, or equivalent senior post, and if so, the salary band attached to that post. – **Disclosed, yes – Grade G (as of 01.09.2025 to date £40,383-£47,046).**

Please note that these figures have been provided to the best of the ability of SP, subject to the limitation of current recording protocols and systems/software.

Every effort is made to ensure that the figures presented are accurate and complete. However, it is important to note that data is extracted from multiple sources, developed for specific policing purposes, for which data extraction methods have not been specifically designed to directly correlate with the



terminology of this request. Therefore, the data presented is subject to the inaccuracies and idiosyncrasies inherent in any large-scale recording system.

As a consequence, care should be taken in the interpretation and presentation of this data, so as to not misrepresent the whole or any part of the data disclosed.

All Freedom of Information request responses are published on the SP website although personal details are not included.

## **Freedom of Information Request Appeals Procedure**

### **1. Who Can Ask for a Review**

Any person who has requested information from SP, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

### **2. How to Request a Review**

Requests for review of a Freedom of Information request must be made in writing within two months of the date of receipt of this email, and should be addressed to:

[IAT@staffordshire.police.uk](mailto:IAT@staffordshire.police.uk)

Or by Post to:

Information Access Team  
Staffordshire Police HQ  
PO Box 3167  
Stafford  
ST16 9JZ

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Information Access Team within two months of the SP response to the original FOI request.

### **3. Review Procedure**

Receipt of a request for review will be acknowledged in writing. The review will be conducted by a supervisor who is independent from the original Decision Maker. The Information Access Team will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to forty working days.

The independent supervisor will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, considering the matters raised by the complaint.

### **4. Conclusion of the Appeal**



STAFFORDSHIRE  
**POLICE**

On completion of the review the independent supervisor will reply to the appellant with the result of the review. If the appellant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following link: <https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

Freedom of Information  
Information Access Team