



**POLICE & CRIME
COMMISSIONER**
for Leicester, Leicestershire & Rutland
Your Communities - Your Commissioner

Our ref: 00015/22-Doc 462-21

Date: 10th October 2022

Freedom of Information Act 2000

I write further to your freedom of information request received on 12th September 2022. I note you seek access to the following information:

Please can your organisation provide in Excel CSV format, the following information:

- a) The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) “EDI officers” or “diversity and inclusion project managers” but would not include general HR managers.
- b) Either a) the pay band of each of these roles, or b) the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences.
- c) In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants. (staff days = duration of the training programme multiplied by the number of staff in attendance for the course).
- d) The contractual cost of any consultants hired, in the past twelve months, to provide any external training or advice on issues of diversity, equality, or inclusivity.
- e) In the past twelve months, the number of staff days committed to attending conferences relating mainly or exclusively to matters of Equality, Diversity and Inclusion. (duration of conference multiplied by the number of staff in attendance).
- f) The costs of attending these conferences.
- g) Membership costs the organisation pays for participation in equality charters such as the Stonewall Equality Champions, or Diversity and Inclusion Workplace champions.

Your request for information has now been considered and the response can be found in the attached excel file as requested.

The Police and Crime Commissioners Office provides you the right to ask for a re-examination of your request under its review procedure. Letters should be addressed to Data Protection Officer at the above address or emailed to police.commissioner@leics.police.uk. If you decide to request such a review and having followed the Police and Crime Commissioner's full process you are still dissatisfied, then you have the right to direct your comments to the Information Commissioner who will give it consideration.
Yours sincerely,

The Office of the Police and Crime Commissioner

In complying with our statutory duty under sections 1 and 11 of the Freedom of Information Act 2000 to release the enclosed information will not breach the Copyright, Designs and Patents Act 1988. However, the rights of the copyright owner of the enclosed information will continue to be protected by law.

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FOI - Response		
Item	Question	Answer
a)	The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) “EDI officers” or “diversity and inclusion project managers” but would not include general HR managers.	As part of their job descriptions all staff within the Office of the Police and Crime Commissioner (OPCC) have the following words within their job descriptions: ‘Actively advance diversity /equality, work towards eliminating discrimination, harassment and victimisation and foster good relations between all groups of people’
		All staff within their areas of work will undertake and incorporate EDI considerations in the work, project and reports that are produced.
		In addition the role of Policy and Compliance Officer has the responsibility of drafting, updating and implementing policy in relation to equality and diversity. This post is also responsible for implementing an Equality Scheme for the OPCC and undertaking Equality Impact Assessments on a range of business areas within the OPCC where appropriate but specifically on the PCC’s statutory functions. The Policy and Compliance Officer's JD is due to be uploaded onto the OPCC website shortly.
		The OPCC also work with the Forces EDI Officers
b)	Either a) the pay band of each of these roles, or b) the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences	£34,326 - £37,134
c)	In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants. (staff days = duration of the training programme multiplied by the number of staff in attendance for the course).	All staff will have EDI training as part of their Induction. We do not have the data in actual hours.
d)	The contractual cost of any consultants hired, in the past twelve months, to provide any external training or advice on issues of diversity, equality, or inclusivity.	N/A

e)	In the past twelve months, the number of staff days committed to attending conferences relating mainly or exclusively to matters of Equality, Diversity and Inclusion. (duration of conference multiplied by the number of staff in attendance).	Do not have this information - A relative new team in place - Training plan is being developed. 2 Members of the team will have attended additional training/conferences equating to approx 3 days in total by the end of November 22.
f)	The costs of attending these conferences.	No cost
g)	Membership costs the organisation pays for participation in equality charters such as the Stonewall Equality Champions, or Diversity and Inclusion Workplace champions.	The OPCC does not directly subscribe to any EDI membership.