| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-0465  Responded to: 28 May 2025 |
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Your recent request for information is replicated below, together with our response.

## How many full-time and part-time staff are employed in equality, diversity, and inclusion (DEI) roles across all departments within Glasgow City Council/Police Scotland, and what is the total annual salary expenditure for these roles, including direct administrative support?

With regards to how many staff are employed by Glasgow City Council in Equality, Diversity and Inclusion roles the information is not held by Police Scotland and section 17 of the Act therefore applies.

The total number of Equality and Diversity posts within Police Scotland for 2024/25 is 54.

The total forecast cost of such posts for 2024/25 is £2,642,683.46.

## How many DEI-related positions have been created in the last five years, and what has been the year-on-year increase in costs associated with these roles, including salaries, benefits, and allowances?

I regret to inform you that I am unable to provide you with the information you have requested, as it would prove too costly to do so within the context of the fee regulations.

As you may be aware the current cost threshold is £600/40 hours and I estimate that it would cost well in excess of this amount to process your request.

As such, and in terms of Section 16(4) of the Freedom of Information (Scotland) Act 2002 where Section 12(1) of the Act (Excessive Cost of Compliance) has been applied, this represents a refusal notice for the information sought.

To explain, we are unable to provide an answer due to our SCOPE being a live system. Posts are changed for different reasons and not necessarily for new positions.

## Of the total DEI-related posts, how many are filled by individuals from ethnic minority backgrounds, and what proportion of these are in senior leadership or managerial positions?

There are 3 posts that are filled by an BME officer or police staff.

None hold a senior leadership or managerial position.

## What recruitment policies or processes are in place to ensure diversity within DEI staffing itself?

The [Recruitment and Selection Procedure](https://www.scotland.police.uk/spa-media/l5vbettf/recruitment-and-selection-staff-sop.docx) sets out the principles of our approach to the recruitment and selection of all authority/police staff which includes the Equality and Diversity Team.

Our approach is in line with our core values and responsibilities under the public sector equality duty.​ Recruitment decisions are based on merit, making sure the best candidate is selected, and any decision is free from discrimination on the grounds of: Age; Disability; Gender reassignment; Marriage or civil partnership; Pregnancy or maternity; Race; Religion or belief; Sex and Sexual orientation.

## What is the total annual expenditure on DEI training for staff across all departments, including the number and cost of external bodies or consultants contracted to deliver such training over the past five years?

## How many hours of mandatory DEI training are required for staff annually, and what is the estimated cost in terms of lost productivity or operational time?

The following modules are mandatory to all members of staff.

Module 1 - Introduction to Equality, Diversity, and Inclusion

Module 2 - Upholding our Values

2 e-learning modules co-designed with external provider Marshalls e-learning.

The estimated cost is as follows

Introduction to Equality, Diversity, and Inclusion - £36,000

Upholding our Values - £17,100

£5000 maintenance fee for both

These modules were for all colleagues in the organisation so equates to £1.50 for module 1 and £0.71 for module 2 based on 24,000 colleagues.

This does not include the internal staff costs for colleagues working on the co-design of this product as the question is specifically about external providers.

Unity through Learning – Anti racism workshop

Design and delivery of a 1day face to face workshop.

Max cost £139,000 for external provider Mission Diverse for current contract. This project is still in delivery now.

## What is the total cost of developing and distributing internal DEI-related materials, such as reports, newsletters, or training modules?

## Which external consultants, organisations, or bodies have been engaged for DEI-related advice, consultation, or training in the past five years, and what were the costs associated with each?

## What is the annual budget allocated for DEI-related events, awareness campaigns, or public communications, and what specific costs were incurred in the last fiscal year for marketing, promotional materials, and public outreach?

## How many DEI-focused partnerships or collaborations exist, and what is the total expenditure on these partnerships annually?

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As you may be aware the current cost threshold is £600/40 hours and I estimate that it would cost well in excess of this amount to process your request.

As such, and in terms of Section 16(4) of the Freedom of Information (Scotland) Act 2002 where Section 12(1) of the Act (Excessive Cost of Compliance) has been applied, this represents a refusal notice for the information sought.

To explain, under the Scottish General Equality Duty and supporting Public Sector Equality Duties, Police Scotland has a mainstreaming duty to embed equality into all they do, therefore everyone has a responsibility to deliver on our Equality, Diversity and Inclusion priorities.  There are identified roles which have a specific role in supporting this however Equality Diversity and Inclusion measurements and actions are embedded across the organisation into different actions plans, strategies, training, EqHRIA etc. This would therefore be extremely difficult to cost.

## What key performance indicators (KPIs) or metrics are used to assess the effectiveness of DEI initiatives, and have any cost-benefit analyses been conducted on these programmes? If so, please provide the findings.

The information sought is not held by Police Scotland and section 17 of the Act therefore applies.

Any initiatives could have their own measures associated so this would be hard to fully describe without more clarity on what you mean by DEI initiatives, for example there may be local initiatives that we’re not aware of at division level.

If you would like to clarify your question we could look at this again and assist in providing you with further information.

## What measurable outcomes have resulted from DEI initiatives over the past five years, and how frequently are these outcomes reviewed?

Again, the information sought is not held by Police Scotland and section 17 of the Act therefore applies.

We are unable to interpret what you mean by ‘outcomes’. Does this refer to our formal outcomes in strategies or more widely relating to any outcomes that Police Scotland have achieved?

If you would like to clarify your question we could look at this again and assist in providing you with further information.

## What policies or guidelines govern DEI initiatives, how often are they reviewed, and what are the associated legal or compliance costs, including any costs from legal claims related to DEI (e.g., discrimination cases) within the last five years?

I regret to inform you that I am unable to provide you with the information you have requested, as it would prove too costly to do so within the context of the fee regulations.

As you may be aware the current cost threshold is £600/40 hours and I estimate that it would cost well in excess of this amount to process your request.

As such, and in terms of Section 16(4) of the Freedom of Information (Scotland) Act 2002 where Section 12(1) of the Act (Excessive Cost of Compliance) has been applied, this represents a refusal notice for the information sought.

If you require any further assistance, please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](mailto:foi@scotland.police.uk) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](https://www.foi.scot/appeal), by [email](mailto:enquiries@foi.scot) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.