| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-0405  Responded to: 27 February 2025 |
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Your recent request for information is replicated below, together with our response.

## How much has your organisation spent on measures relating to Equality, Diversity and Inclusion in each year since 2019-20?

## In relation to Q1, please provide as much information on what this money has been spent on?

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, 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.

If you would like to be more specific with the information you are requesting, we could look into this again to hopefully provide you with a response.

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.