

**a) What was the total cost of the Force's Diversity and Inclusion Team (or similar) in both the 2019-20 financial year, and the current financial year up to the 25th August 2020, broken down for each financial year.**

Diversity and Inclusion	Cost Type	2019/20	2020/21 (to 31st August)
	Staff Pay and on-costs	197,774	144,940

**b) How many people were employed (FTE) as part of the Force's Diversity and Inclusion Team (or similar), including all full job titles and FTE for each, in both the 2019-20 financial year, and the current financial year up to the 25th August 2020, broken down for each financial year.**

*Please note, within the Force there are colleagues such as the police associations; federations and unions; and diversity and inclusion police officers based within the Neighbourhood Policing Units who would have this additional responsibility as part of their day to day role. We have therefore provided information below for the colleagues that only sit under the Diversity and Inclusion team as their primary role.*

2019/20 data based on 1<sup>st</sup> March 2020

Diversity and Inclusion	Strength (FTE)
Assistant Director Diversity and Inclusion	1
Diversity & Inclusion Manager	1
Diversity and Inclusion Co-ordinator	0
Multi Faith Lead Chaplain	0.82
Positive Action Co-ordinator	2.6
Reasonable Adjustments Officer	1

2020/21 data based on 1<sup>st</sup> August 2020

Diversity and Inclusion	Strength (FTE)
Assistant Director Diversity and Inclusion	1
Diversity & Inclusion Manager	1
Diversity and Inclusion Co-ordinator	1
Multi Faith Lead Chaplain	0.82
Positive Action Co-ordinator	2.66
Reasonable Adjustments Officer	1

*\*It is also important to note that it is the responsibility of each member of the force to promote diversity, inclusion and equality within their daily role and duties.*

**c) Please provide the names, explanatory details and costs of all courses focusing on diversity, inclusion, and workplace behaviour and racial and/or gender awareness, in both the 2019-20 financial year, and the current financial year up to the 25th August 2020.**

This information is not centrally held in a retrievable format. Diversity and inclusion forms part of everyone's key responsibilities in their daily role, as the force is committed to providing a work place that includes everyone that promotes diversity and equality for all the members of the force. Diversity and Inclusion is a key theme that runs through most courses we deliver but no separate records are kept that would identify every course that contained the theme so, unfortunately, we are unable to report on this.

However, we may be able to provide some information that is useful to you should you wish to refine and re-submit a request for alternative information such as that which specifies the theme in the title. (Please note that this will not encompass all relevant courses for the reasons explained above.)