

I am writing to request the number of employees employed by your force on 1 January 2023 whose roles were specifically focused on promoting equality, diversity and inclusion.

Please also specify the job title and annual salary of each of these individuals.

Finally, please provide the same information for 1 January 2019, 1 January 2020, 1 January 2021 and 1 January 2022.

Please find this information below and note we have provided salary bands (we have not provided individual annual salaries as this information would be exempt by virtue of Section 40 – Personal information). A breakdown of the salary banding can be found underneath this table on page 5.

| Jan-23 | | | | | | | | | | | | |
|--------------------------------|--|-----------|----------|-----------|---------|---------|---------|---------|---------|----------|----------|-------------|
| Team | Job Title | Constable | Sergeant | Inspector | Grade 5 | Grade 6 | Grade 7 | Grade 8 | Grade 9 | Grade 10 | Grade 13 | Grand Total |
| <i>Diversity and Inclusion</i> | | 1 | 1 | 1 | - | 1 | - | - | - | 2 | 1 | 7 |
| | Assistant Director Diversity and Inclusion | - | - | - | - | - | - | - | - | - | 1 | 1 |
| | Constable | 1 | - | - | - | - | - | - | - | - | - | 1 |
| | Diversity & Inclusion Manager | - | - | - | - | - | - | - | - | 2 | - | 2 |
| | Diversity and Inclusion Co Ordinator | - | - | - | - | 1 | - | - | - | - | - | 1 |
| | Inspector | - | - | 1 | - | - | - | - | - | - | - | 1 |
| | Sergeant | - | 1 | - | - | - | - | - | - | - | - | 1 |
| <i>Recruitment Outreach</i> | | 5 | 1 | - | - | - | - | - | - | - | - | 6 |
| | Positive Action Co-ordinator | 5 | - | - | - | - | - | - | - | - | - | 5 |

| | Positive Action Manager | - | - | 1 | - | - | - | - | - | - | - | 1 |
|--------------------------------|--|-----------|----------|-----------|---------|--------------|---------|--------------|---------|----------|----------|-------------|
| Jan-22 | | | | | | | | | | | | |
| Team | Job Title | Constable | Sergeant | Inspector | Grade 5 | Grade 6 | Grade 7 | Grade 8 | Grade 9 | Grade 10 | Grade 13 | Grand Total |
| <i>Diversity and Inclusion</i> | | 4 | - | - | 1 | 1 | 1 | 1 | - | 2 | 1 | 11 |
| | Assistant Director Diversity and Inclusion | - | - | - | - | - | - | - | - | - | 1 | 1 |
| | Associate Project Manager | - | - | - | - | - | 1 | - | - | - | - | 1 |
| | Diversity & Inclusion Manager | - | - | - | - | - | - | - | - | 2 | - | 2 |
| | Diversity and Inclusion Co Ordinator | - | - | - | - | 1 | - | - | - | - | - | 1 |
| | Multi Faith Lead Chaplain | - | - | - | - | - | - | 1 | - | - | - | 1 |
| | Reasonable Adjustments Officer | - | - | - | 1 | - | - | - | - | - | - | 1 |
| | Constable | 4 | - | - | - | - | - | - | - | - | - | 4 |
| <i>Positive Action</i> | | 5 | - | - | - | - | - | - | - | - | - | 5 |
| | Positive Action Co-ordinator | 5 | - | - | - | - | - | - | - | - | - | 5 |
| Jan-21 | | | | | | | | | | | | |
| Team | Job Title | Constable | Sergeant | Inspector | Band C | Band D Lower | Band D | Band E Lower | Band E | M Band 1 | M Band 4 | Grand Total |
| <i>Diversity and Inclusion</i> | | 1 | - | - | 1 | 1 | 1 | 1 | - | 2 | 1 | 8 |
| | Assistant Director | - | - | - | - | - | - | - | - | - | 1 | - |

| | | | | | | | | | | | | |
|--------------------------------|--|------------------|-----------------|------------------|---------------|---------------------|---------------|---------------------|---------------|-----------------|-----------------|--------------------|
| | Diversity and Inclusion | | | | | | | | | | | |
| | Associate Project Manager | - | - | - | - | - | 1 | - | - | - | - | - |
| | Diversity & Inclusion Manager | - | - | - | - | - | - | - | - | 2 | - | - |
| | Diversity and Inclusion Co Ordinator | - | - | - | - | 1 | - | - | - | - | - | - |
| | Multi Faith Lead Chaplain | - | - | - | - | - | - | 1 | - | - | - | - |
| | Reasonable Adjustments Officer | - | - | - | 1 | - | - | - | - | - | - | - |
| | Constable | 1 | - | - | - | - | - | - | - | - | - | - |
| | <i>Fairness in Policing</i> | - | - | 2 | - | - | - | - | - | - | - | 2 |
| | Inspector | - | - | 2 | - | - | - | - | - | - | - | - |
| | <i>Positive Action</i> | 5 | - | - | 3 | - | - | - | - | - | - | 8 |
| | Positive Action Co-ordinator | 5 | - | - | 3 | - | - | - | - | - | - | - |
| Jan-20 | | | | | | | | | | | | |
| Team | Job Title | Constable | Sergeant | Inspector | Band C | Band D Lower | Band D | Band E Lower | Band E | M Band 1 | M Band 4 | Grand Total |
| <i>Diversity and Inclusion</i> | | 4 | - | - | 1 | - | - | 1 | - | 1 | 1 | 8 |
| | Assistant Director Diversity and Inclusion | - | - | - | - | - | - | - | - | - | 1 | - |
| | Diversity & Inclusion Manager | - | - | - | - | - | - | - | - | 1 | - | - |

| | | | | | | | | | | | | |
|----------------------------------|--------------------------------|------------------|-----------------|------------------|---------------|---------------------|---------------|---------------------|---------------|-----------------|-----------------|--------------------|
| | Multi Faith Lead Chaplain | - | - | - | - | - | - | 1 | - | - | - | - |
| | Positive Action Co-ordinator | 4 | - | - | - | - | - | - | - | - | - | - |
| | Reasonable Adjustments Officer | - | - | - | 1 | - | - | - | - | - | - | - |
| <i>Fairness in Policing</i> | | - | - | 2 | - | - | - | - | - | - | - | 2 |
| | Inspector | - | - | 2 | - | - | - | - | - | - | - | - |
| Jan-19 | | | | | | | | | | | | |
| Team | Job Title | Constable | Sergeant | Inspector | Band C | Band D Lower | Band D | Band E Lower | Band E | M Band 1 | M Band 4 | Grand Total |
| <i>Diversity & Inclusion</i> | | 2 | - | - | 1 | - | - | - | 1 | 1 | - | 5 |
| | Diversity & Inclusion Manager | - | - | - | - | - | - | - | - | 1 | - | - |
| | Positive Action Co-ordinator | 2 | - | - | 1 | - | - | - | - | - | - | - |
| | Positive Action Manager | - | - | - | - | - | - | - | 1 | - | - | - |

Salary Bands

| Jan-23 | | | | | | |
|---------------------|------------|------------|------------|------------|------------|------------|
| | Constable | Sergeant | Inspector | Grade 6 | Grade 10 | Grade 13 |
| Bottom of Pay Scale | £28,101.00 | £45,867.00 | £54,600.00 | £30,777.00 | £51,357.00 | £74,340.00 |
| Top of Pay Scale | £43,032.00 | £48,129.00 | £59,064.00 | £36,369.00 | £56,025.00 | £81,102.00 |

| Jan-22 | | | | | | | |
|---------------------|------------|------------|------------|------------|------------|------------|------------|
| | Constable | Grade 5 | Grade 6 | Grade 7 | Grade 8 | Grade 10 | Grade 13 |
| Bottom of Pay Scale | £26,199.00 | £26,016.00 | £30,777.00 | £36,369.00 | £42,783.00 | £51,357.00 | £74,340.00 |
| Top of Pay Scale | £41,130.00 | £29,793.00 | £36,369.00 | £41,718.00 | £47,058.00 | £56,025.00 | £81,102.00 |

| Jan-21 | | | | | | | | |
|---------------------|------------|------------|------------|--------------|------------|--------------|------------|------------|
| | Constable | Inspector | Band C | Band D Lower | Band D | Band E Lower | M Band 1 | M Band 4 |
| Bottom of Pay Scale | £26,199.00 | £52,698.00 | £21,135.00 | £29,793.00 | £29,793.00 | £42,783.00 | £49,182.00 | £74,340.00 |
| Top of Pay Scale | £41,130.00 | £57,162.00 | £28,725.00 | £36,369.00 | £41,718.00 | £47,058.00 | £56,025.00 | £81,102.00 |

| Jan-20 | | | | | | |
|---------------------|------------|------------|------------|--------------|------------|------------|
| | Constable | Inspector | Band C | Band E Lower | M Band 1 | M Band 4 |
| Bottom of Pay Scale | £21,525.00 | £51,414.00 | £21,135.00 | £42,783.00 | £49,182.00 | £74,340.00 |
| Top of Pay Scale | £40,128.00 | £55,767.00 | £28,725.00 | £47,058.00 | £56,025.00 | £81,102.00 |

| Jan-19 | | | | |
|---------------------|------------|------------|------------|------------|
| | Constable | Band C | Band E | M Band 1 |
| Bottom of Pay Scale | £21,525.00 | £20,115.00 | £40,719.00 | £46,809.00 |
| Top of Pay Scale | £40,128.00 | £27,339.00 | £47,826.00 | £53,322.00 |