

My questions are related to 'diversity, equity and inclusion' (DEI). I recognise organisations may have different names for 'diversity, equity and inclusion'. Therefore, in the spirit of The Freedom of Information Act, please take this phrase to also mean 'diversity, equality and inclusion' or whatever your organisation terms the DEI framework, and to apply to discrete elements of the DEI framework – EG 'diversity' training sessions, or 'inclusivity' training sessions, as well as training sessions that are related to the DEI framework – EG 'unconscious bias' training, or 'gender identity' training.

Please tell me the following:

1a. Broken down annually, from 2019 to present how many training sessions related to 'Diversity Equity and Inclusion' have employees of your organisation been invited to complete?

Please be advised that information pertaining to diversity & inclusion training is held by two different departments, therefore, we have grouped these findings below and have presented them in the format they are held in by each respective department.

One module is currently live '*Working with the Equality Act 2010*'.

During 2019 to 2022 the below online courses were offered:

Understanding Unconscious Bias

Disabled adventures in work and recruitment

Disabled Adventures In Customer Service

The Impact of Micro-Behaviours

Sexual Orientation

Trans and non-binary awareness course

Challenging Behaviour

Cultural awareness

Dealing with sensitive issues in the workplace

Inclusion Essentials

Inclusive language and communication

Supporting trans and non-binary people at work

Tackling Race Bias at Work: A Guide for Managers (Update 2020)

We also held 11 sessions focusing on how to complete Equality Analysis since 2019

There is a selection of bite size training videos available to all WMP employees under the title '*Working Effectively with the Equality Act 2010*'.

The following training videos are also available to staff online:

Autism

Understanding Autism

Autism Guide for Police Officers and Staff

Diabetes

Diabetes Awareness

Dyslexia, Dyspraxia and SpLDs

Dyslexia, Dyspraxia and SpLDs - Part 1

Dyslexia, Dyspraxia and SpLDs - Part 2

Dyslexia, Dyspraxia and SpLDs - Part 3

Dyslexia, Dyspraxia and SpLDs - Part 4

Dyslexia, Dyspraxia and SpLDs - Part 5

Dyslexia Presentation

Hearing Loss

Hearing Loss Video

Hearing Loss Presentations

Mental Health

Humanity over Pathology

These are available to access and though not necessarily 'offered', an employee may be directed to this area if they request training or if it is felt the training may benefit the individual in some way.

Courses related to diversity, equality and inclusion delivered in house by the Learning & Development department:

18 in 2019

19 in 2020

17 in 2021

30 in 2022

24 in 2023

1b. If possible, please detail how many of these training sessions were mandatory for employees to attend, and how many were voluntary.

'Working with the Equality Act 2010' is mandatory, and the online courses between 2019 - 2022 were voluntary.

With regard to the remainder of the courses/training, we are unable to advise which of these were mandated.

1c. If possible, please also detail how many of these training sessions were led by internal staff, and how many by external providers.

All online modules were provided by a single external provider.

The in-house courses were delivered by our own trainers internally.

1d. Please share with me the titles of the five most recent DEI-based training sessions provided to your organisation's employees.

Working with the Equality Act

Equality Analysis

P2M: Championing Diversity Inclusion

Inclusion Essentials

Workplace Adjustment Toolkit - Case study: On-boarding and inclusion

Valuing Difference and Inclusion v2.0

Valuing_diversity_and_inclusion_v3.1

2. How many staff members whose role is predominantly focussed on DEI does your organisation employ? For example, employees with titles such as 'diversity manager', 'head of inclusion', or 'head of culture'. Please also inform me how many such roles your organisation held at year end (or whenever you measured them) in 2022, 2021, 2020 and 2019.

This information has recently been disclosed and published on our disclosure log at the link below.

<https://foi.west-midlands.police.uk/diversity-and-inclusion-1489a-23/>

3. Please inform me how many internal grievances have been raised by employees of your organisation from 2019 to present, broken down by year.

The information below has been provided by our HR department.

2019 = 112

2020 = 86

2021 = 86

2022 = 90

2023 (until 31st October 2023) = 105

4. Please inform me how many internally raised grievances have resulted in disciplinary procedures being instigated from 2019 to present, broken down by year.

The information below has been provided by our HR department.

2019 = 0

2020 = 1 reflective practice

2021 = 3 submissions picked up and investigated by PSD

2022 = 3 submissions picked up and investigated by PSD

2023 = 3 submissions picked up and investigated by PSD

5. Please inform me how many of your employees have received sanctions following disciplinary procedures that arose as a result of internally raised grievances from 2019 to present, broken down by year. If possible, please detail how many instances of each outcome were enacted (EG number of written warnings, number of dismissals etc); please also break this information down by calendar year.

The information below has been provided by our Professional Standard Department and pertains to cases that have concluded and have been assigned an outcome.

2019 = 0

2020 = 6 x Dismissed, 1 x Would Have Been Dismissed

2021 = 1 x Dismissed, 1 x Would Have Been Dismissed, 1 x Final Written Warning, 1 x Warning

2022 = 1 x Dismissed, 1 x Final Written Warning

2023 (up to 21/11/2023) = 0

NB Please note that whilst Reflective Practice often follows disciplinary proceedings, it is not a 'disciplinary' action, but rather a formal learning procedure.

Please also be advised that this information will not directly correlate with the information provided for questions 3 & 4 as they are held by different departments and they may use different criteria for recording and categorising on their respective systems.

6. If possible, please inform me what your organisation's total expenditure (or budget, if expenditure is too time-consuming/difficult to calculate) has been for external 'DEI' training sessions from 2019 to present, broken down by year.

Please see the below table pertaining to training with external providers. Other sessions are delivered via NCALT (online training).

| Training | 19/20 | 20/21 | 21/22 | 22/23 |
|----------|-------|--------|--------|--------|
| Total | 6,000 | 18,376 | 19,711 | 16,313 |

7. If possible, please inform me what your organisation's current salary budget or expenditure (whichever is more convenient) is for staff members whose roles are predominantly focussed around DEI. Please also provide this information for 2019, 2020, 2021 and 2022, broken down by calendar or financial year, whichever is more convenient.

| | 19/20 | 20/21 | 21/22 | 22/23 |
|---------------|---------|---------|---------|---------|
| Officer Total | 312,515 | 263,140 | 297,595 | 244,823 |
| Staff Total | 208,860 | 328,695 | 359,615 | 308,884 |

8. If possible, please tell me how many staff your organisation currently employs. Please also tell me how many staff your organisation employed (at whichever point in the years you have measurements to hand for – EG year-end) in 2022, 2021, 2020 and 2019.

| Year | Police Officer | Police Staff | PCSO | Specials | Grand Total |
|------------|----------------|--------------|------|----------|-------------|
| 01/04/2019 | 6,628 | 3,592 | 436 | 179 | 10,835 |
| 01/04/2020 | 6,639 | 3,838 | 511 | 220 | 11,208 |
| 01/04/2021 | 7,307 | 4,115 | 480 | 283 | 12,185 |
| 01/04/2022 | 7,642 | 4,129 | 448 | 304 | 12,523 |
| 01/04/2023 | 8,025 | 4,065 | 354 | 253 | 12,697 |