

FOI 14437 Staff, training and procurement: Equality, Diversity, and Inclusivity

**Request:**

1. The number of roles across all components of your operations, directorates and management structures, expressed in numbers of full-time employees (FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. This information should encompass all roles based in central offices, as well as any based elsewhere
  - Roles meeting this description could include (amongst other guises) “Equality, Diversity and Inclusion Officer” (EDI) or “Diversity and Inclusion Project Managers”. Please break down, if possible, the number of roles per component part of your operations.
  - For all roles meeting this description, please also provide, in order of preference, either a) the salary of these roles, b) the pay band of these roles, or c) the combined total salary of these roles. Please provide the information that is most in accordance with your data processing practices.
  - Please also advise if there are any plans to hire further staff in these areas within the next 18 months, and the roles/pay bands that they are likely to occupy.
2. With the same criteria as above, please provide the number of internal training courses attended by staff which pertain to the issues encompassed by equality, diversity or inclusivity. Please include the name of the courses, the number of attendees, and the duration of the course.
3. Please, if possible, provide details of any internal EDI practices and networks, including the number of individuals who are members of such networks.
4. Please provide details of any external contractors brought in by the organisation to conduct training, advice, or guidance on issues relating to EDI. Where applicable this should include costs and associated manhours.
5. Please provide details of how equality, diversity and inclusivity is included in your procurement practices, the relative weight afforded to these considerations, and the current value of contracts in which EDI considerations was a part of the procurement process.

**Schedule of Response Information:**

Following receipt of your request, I can confirm the Office of the Police and Crime Commissioner (OPCC) holds information relevant to your request. Please see the information below.



☎ 01392 225555 ✉ [opcc@dc-pcc.gov.uk](mailto:opcc@dc-pcc.gov.uk)

📍 The Office of the Police and Crime Commissioner  
Andy Hocking House, Alderson Drive, Exeter EX2 7RP

🌐 [devonandcornwall-pcc.gov.uk](http://devonandcornwall-pcc.gov.uk)

1. The number of roles across all components of your operations, directorates and management structures, expressed in numbers of full-time employees (FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. This information should encompass all roles based in central offices, as well as any based elsewhere
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  - Please also advise if there are any plans to hire further staff in these areas within the next 18 months, and the roles/pay bands that they are likely to occupy.

0 employees

2. With the same criteria as above, please provide the number of internal training courses attended by staff which pertain to the issues encompassed by equality, diversity or inclusivity. Please include the name of the courses, the number of attendees, and the duration of the course.

1 training course  
Equality Act 2010 v5  
35 Employees  
30 minutes e-learning

3. Please, if possible, provide details of any internal EDI practices and networks, including the number of individuals who are members of such networks.

None

4. Please provide details of any external contractors brought in by the organisation to conduct training, advice, or guidance on issues relating to EDI. Where applicable this should include costs and associated manhours.

None

5. Please provide details of how equality, diversity and inclusivity is included in your procurement practices, the relative weight afforded to these considerations, and the current value of contracts in which EDI considerations



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was a part of the procurement process.

Each procurement process for services the OPCC commissions includes questions relating to equality, diversity and inclusivity. The weighting of questions differs depending on the service that is being commissioned but there is always at least one question, plus questions relating to social value. These questions will consider how the contractor/s will work proactively to ensure that a non-discriminatory service is equally accessible to all eligible assigned individuals/service users as set out in the service specification.



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