

**Police Headquarters**

London Road
DEVIZES
Wiltshire
SN10 2DN

Date: March 28, 2025

Our ref: FOI 2025/262

Reply contact name:

Dear,

I write in connection with your request for information dated 28th February 2025 concerning equality, diversity and inclusivity.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Your request for information has now been considered and I am able to respond as follows.

You Wrote:

- 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.

Response:

Question One

4 roles working in the Diversity and Equality team with an FTE of 3.81

1 x Constable Positive Action Officer (PC – NCON)
1 X Positive Action Officer (Staff – W08)
1 x EDI Officer
1 x Equality and Diversity Supervisor (staff – W09)

One individual in the Learning and Development department (1 FTE) whose role is an EDI Trainer (staff – W08)

As of April 2025 there will be a Head of EDI.

Question Two

Valuing Diversity and Inclusion module for new officers and LCIs which is one full day training. The number of attendees is dependent on recruitment fluctuations

Inclusive Leadership Module within the Foundations of Leadership Course (the course is 5 days, and the inclusive leadership module is 1 day). There are approximately 72 attendees per year.

Inclusive Leadership Module within the First Line Leaders Course (the course is 5 days, and the inclusive leadership module is 1 day). There are approximately 72 attendees per year.

Inclusive Leadership Module within the Developing Leaders Course (this module is 1 day). There are approximately 18 attendees per year.

Question Three

We Rise Programme

In 2024, Wiltshire Police recognised the need to address the lack of representation and development opportunities for underrepresented groups within the force. Research shows individuals that hold protected characteristics often miss growth opportunities, affecting their confidence and career progression. To tackle this issue, Wiltshire Police introduced Keeping Wiltshire Safe

the We Rise programme, an initiative aimed at empowering participants by investing in their professional and personal development. We Rise is a programme structured to develop Wiltshire Police officers and staff from underrepresented backgrounds. Programme lead Detective Superintendent said: "We wanted to provide people with the skills and confidence to feel like a more rounded professional. We wanted them to feel empowered and supported because that's when people really excel. The aim is for participants to feel better equipped to take on a broader role within the force or put themselves forward when opportunities arise." The programme was implemented through a series of modules designed to enhance various aspects of participants' professional lives. These included mentoring and coaching, community engagement projects, internal and external assignments, and skills development. The first cohort of 20 participants graduated in September 2024 and the overwhelming feedback is they have greater confidence and a broader understanding of Wiltshire Police.

WEPA – Wiltshire Ethnic Police Association – 59 members

Women Connect – 206 members

LGBTQ+- 35 members

CPA – Christian Police Association – 100 members

WDPA – Wiltshire Disability Police Association – 104 thus inclusive of Neurodiversity group

Neurodiversity Support Group (this is a standalone group)

Fitness Test Support Group

Menopause Support Group – 85 members

Cancer matters

Bereavement Support

Bobby Totts- 120members

Question Four

Approximately £900pa as per the training in Question Two

Question Five

The Wiltshire Police procurement process adheres to ethical, non-discriminatory, social, and environmental standards. This ensures that all procurement practices conform to legal and best-practice guidelines, including those related to equality, diversity, and inclusivity (EDI).

Equality, Diversity, and Inclusivity in Procurement

Commitment to Non-Discriminatory Practices

The force follows procurement policies that explicitly prevent discrimination, ensuring equal opportunities for all suppliers.

Procurement practices must comply with legislative requirements, including the Equality Act 2010.

Supplier Selection and Ethical Standards

Wiltshire Police operates under the South West Police Procurement Service (SWPPS), which manages contracts exceeding £50,000 across multiple forces. This service ensures that procurement aligns with national value-for-money standards while upholding EDI considerations.

Keeping Wiltshire Safe

Only approved suppliers are used, and new suppliers must undergo a verification process that includes adherence to social responsibility principles.

Sustainable and Inclusive Procurement

Procurement decisions take into account social and environmental impact, creating opportunities for local businesses where viable.

The force encourages small and diverse suppliers to engage with procurement opportunities, promoting inclusivity within the supply chain.

Monitoring and Compliance

The Chief Finance Officer (CFO) oversees procurement compliance to ensure that it meets ethical, social, and environmental standards.

All procurement decisions and expenditures are logged within the Unit 4 ERP financial system, allowing transparency and accountability.

Relative Weighting & Value of EDI in Procurement

The procurement strategy prioritises value for money while ensuring that ethical, environmental, and social considerations, including EDI, are factored into decision-making in every procurement decision.

I am satisfied that all the relevant information has been passed to me and been considered in the light of your request within the time constraints applicable under the legislation.

Wiltshire Police would like to thank you for the interest that you have shown in the Force.

Yours sincerely,

Wiltshire Police offers a re-examination of your case under its review procedure.



Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Wiltshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing to the:

Force Disclosure Unit
Wiltshire Police Headquarters,
London Road, Devizes,
Wiltshire,
SN10 2DN

Email at disclosure@wiltshire.police.uk.

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Force Disclosure Unit within 20 working days of the Force's response to the original FoI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing to include confirmation of the reasons for the review. The review will be conducted by another Decision Maker, who is independent from the original Decision Maker. The Force Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to 40 working days.

The Independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision Maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office
Keeping Wiltshire Safe

Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk

Please note that the ICO's offices will be closed for the foreseeable future and are therefore unable to receive correspondence via post.

If you should wish you contact them, please visit <https://ico.org.uk/global/contact-us/>