



WILTSHIRE POLICE

XXXXXXX
By email

**Force Disclosure Unit
Police Headquarters**
London Road
DEVIZES
Wiltshire
SN10 2DN

Date 20th July 2026

Our Ref FOI 2026-515

Dear XXXXX,

I write in connection with your request for information dated 4th June 2026 concerning DEI / EDI costs and operational guidance on protected characteristics. Please accept my apologies for the delay in responding to your request.

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.

Following receipt of your request, research was conducted by the Force Policy Officer, Finance, Culture & Inclusion and Operational Training departments at Wiltshire Police.

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

You wrote and our response:

Under the Freedom of Information Act 2000, I request the following information:

1. DEI/EDI Expenditure and Staffing

For each of the financial years 2023/24, 2024/25 and 2025/26 (to date):

- a) Total expenditure on Diversity, Equality and Inclusion (DEI/EDI) initiatives, training, external consultants and related programmes.

Financial Year	£ on EDI Training	£ on EDI Initiatives	£ Budget allocated to EDI Functions
2023/24	-	-	332,816.00
2024/25	-	-	490,250.00
2025/26	-	-	521,315.00

- b) Number of full-time equivalent (FTE) officers and staff in dedicated DEI/EDI, equality, diversity or inclusion roles, and the total salary cost of those posts.

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Financial Year	Culture & Inclusion staff FTE
2023/24	5
2024/25	6
2025/26	7

Financial Year	Total Salary Expenditure Culture & Inclusion Staff
2023/24	295,566
2024/25	313,579
2025/26	351,883

2. Operational Guidance and Training on Differential Treatment

Copies of any current (or in force during 2024–2025) policies, guidance notes, decision-making frameworks, risk-assessment tools, briefing documents or training materials that instruct, advise or refer to officers giving different weight, priority, credibility or response thresholds in incidents involving protected characteristics under the Equality Act 2010 (especially race or religion). This includes any material covering:

- Assessing credibility or prioritising response when one party alleges racism, hate crime, racial abuse or discrimination against another;
- Handling competing accounts in violent incidents or public order situations where the suspect/victim dynamic involves different ethnic/religious backgrounds;
- Application of unconscious bias, institutional racism, white privilege or similar concepts to operational decisions (e.g. arrest, handcuffing, victim/suspect assessment).

This specifically includes any updates linked to post-2020 events, College of Policing/NPCC hate crime or bias guidance, or non-crime hate incident processes.

If any documents are voluminous, please provide: (i) a list of document titles and dates, (ii) executive summaries or relevant extracts, and (iii) confirmation whether they remain active.

The only decision-making tool taught within the operational training world is the National Decision Model (NDM). Additionally, on the Wiltshire Police website, there is the Wiltshire Police Hate Crime Policy and Procedure ([link](#)) and Non-Crime Hate Incident Guidance ([link](#)).

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,

FDU Decision Maker