

WILTSHIRE POLICE



XXXXXXX
By email

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

Date 17th July 2026

Our Ref FOI 2026-517

Dear XXXXX,

I write in connection with your request for information dated 4th June 2026, concerning expenditure and staffing of Equality, Diversity and Inclusion (EDI) functions. 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 Finance and Culture & Inclusion departments at Wiltshire Police. Your request for information has now been considered and I am **not** obliged to supply the information you have requested.

You wrote:

I am writing to request information under the Freedom of Information Act 2000 regarding your force's expenditure on and staffing of Equality, Diversity and Inclusion (EDI) functions.

Please provide the following information for each of the financial years 2020/21, 2021/22, 2022/23, 2023/24, and 2024/25 (and 2025/26 where data is available or can be provided in part):

Section 1: EDI Staffing

The total number of full-time equivalent (FTE) employees whose primary role is focused on EDI, diversity, inclusion, or related functions (e.g. EDI officers, diversity leads, inclusion managers, hate crime coordinators employed in an EDI capacity).

The total number of FTE employees who have a partial EDI remit (i.e. where EDI duties form a recognised and defined part of their role), broken down by the approximate proportion of time dedicated to EDI.

The job titles and pay grades (or salary bands) associated with dedicated EDI roles.

Section 2: EDI Salary Expenditure

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The total salary expenditure (including employer National Insurance contributions and pension contributions where available) on employees whose primary role is EDI-focused, for each of the years listed above.

If providing individual salary data would engage any exemption, please provide the aggregate total salary cost for all dedicated EDI staff in each year.

Section 1: EDI Training and Initiatives

The total amount spent on EDI training for officers and staff, including but not limited to: external training courses, mandatory diversity training, unconscious bias training, cultural awareness training, and any other training with EDI as its primary purpose.

The total amount spent on EDI initiatives, programmes, events, campaigns, and materials (e.g. awareness events, EDI strategy implementation, consultancy, external facilitators).

Whether any EDI training is delivered internally (and if so, at what cost) or through external providers, and the names of any external providers contracted for EDI-related training or consultancy during the period.

The total budget allocated to EDI functions (staffing, training, and initiatives combined) as a line item or identifiable budget heading, where this exists.

Section 2: Organisational Structure

Whether your force has a dedicated EDI team, unit, or department, and if so, when it was established.

Whether there is a Chief EDI Officer, Head of EDI, or equivalent senior post, and if so, the salary band attached to that post.

Our response:

Section 1(1)(a) of the Freedom of Information Act 2000 (FOIA) requires Wiltshire Police to confirm or deny whether the requested information is held. To establish whether the information is held - namely prior to 2024, for job titles and pay grades and whether any training was provided through external providers - would in itself exceed the time obligations placed upon the authority to comply (18 hours) and therefore engages section 12(2). The Head of EDI came into their role in 2025 and can only provide job title / pay grade information since this point. Additionally, the Force EDI Trainer role was vacant prior to March 2024 and therefore the Trainer can only provide information since they have been in post.

Please see below for information that can be disclosed.

Under the circumstances I am absolutely confident that to locate, retrieve and extract the information you seek would by far exceed the time obligations upon this authority to comply, and in so doing would exceed the fees limits. This is set at £450 calculated at a flat rate of £25 per hour for those work activities comprising of confirming the information is held, locating it, retrieving it and extracting it. Therefore the whole of the request should fall under the exemption of section 12 of the Freedom of Information Act 2000.

Please note:

If one part of the request engages a Section 12 response, the whole request will engage a Section 12 response. The reason being is due to the fact that locating, retrieving and extracting any further information would only add to the already exceeded time obligations.

Forces may use different recording systems, therefore it may be possible some Forces can provide this information where others cannot.

Ordinarily under our Section 16 obligation to provide advice and assistance we would advise you of a way to refine your request to a more manageable level. Due to the difficulties in obtaining the requested information, as outlined above, I cannot think of a way in which this could be achieved.

Although excess cost removes the Forces' obligations under the Freedom of Information Act, as a gesture of goodwill I have supplied information, relative to your request, retrieved or available before it was realised that the fees limit would be exceeded. I trust this is helpful, but it does not affect our legal right to rely on the fees regulations for the remainder of your request. What I can provide you with is documented below:

Please provide the following information for each of the financial years 2020/21, 2021/22, 2022/23, 2023/24, and 2024/25 (and 2025/26 where data is available or can be provided in part):

Section 1: EDI Staffing

The total number of full-time equivalent (FTE) employees whose primary role is focused on EDI, diversity, inclusion, or related functions (e.g. EDI officers, diversity leads, inclusion managers, hate crime coordinators employed in an EDI capacity).

The total number of FTE employees who have a partial EDI remit (i.e. where EDI duties form a recognised and defined part of their role), broken down by the approximate proportion of time dedicated to EDI.

Financial Year	C&I staff FTE	Other FTE?
2020/21	8	-
2021/22	8	-
2022/23	5	-
2023/24	5	-
2024/25	6	-
2025/26	7	-

The job titles and pay grades (or salary bands) associated with dedicated EDI roles.

FY 25/26

1 x Head of Culture & inclusion: £63,768 - £68,982

1 x Culture & Inclusion Sgt: £53,568 - £56,208

2 x Culture & Inclusion Advisor: £35,736 - £37,476

1 X Culture & Inclusion Trainer : £35,736 - £37,476

1 x PC Positive Action: £31,164 - £50,256

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1 x Positive Action: £35,736 - £37,476

Section 2: EDI Salary Expenditure

The total salary expenditure (including employer National Insurance contributions and pension contributions where available) on employees whose primary role is EDI-focused, for each of the years listed above.

If providing individual salary data would engage any exemption, please provide the aggregate total salary cost for all dedicated EDI staff in each year.

Financial Year	Total Salary Expenditure Culture & Inclusion Staff
2020/21	324,009
2021/22	406,322
2022/23	295,264
2023/24	295,566
2024/25	313,579
2025/26	351,883

Section 1: EDI Training and Initiatives

The total amount spent on EDI training for officers and staff, including but not limited to: external training courses, mandatory diversity training, unconscious bias training, cultural awareness training, and any other training with EDI as its primary purpose.

See below table.

The total amount spent on EDI initiatives, programmes, events, campaigns, and materials (e.g. awareness events, EDI strategy implementation, consultancy, external facilitators).

See below table.

Whether any EDI training is delivered internally (and if so, at what cost) or through external providers, and the names of any external providers contracted for EDI-related training or consultancy during the period.

Internally (from March 2024)

The total budget allocated to EDI functions (staffing, training, and initiatives combined) as a line item or identifiable budget heading, where this exists.

Financial Year	£ on EDI Training	£ on EDI Initiatives	£ Budget allocated to EDI Functions
2020/21	-	-	377,789.00
2021/22	-	-	466,139.00
2022/23	-	-	510,820.00
2023/24	-	-	332,816.00
2024/25	-	-	490,250.00
2025/26	-	-	521,315.00

Section 2: Organisational Structure

Whether your force has a dedicated EDI team, unit, or department, and if so, when it was established.

Wiltshire Police do not have a dedicated ED&I team. The ED&I team followed national direction and changed to Culture & Inclusion in 2025.

Whether there is a Chief EDI Officer, Head of EDI, or equivalent senior post, and if so, the salary band attached to that post.

See question 1 response.

Section 17 of the Freedom of Information Act 2000 requires Wiltshire Police, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies.

The exemption applicable to the information requested is:

Section 12 - Exemption where cost of compliance exceeds appropriate limit

In accordance with section 17 of the Act, this letter represents a Refusal Notice for this particular request.

Please contact me if you would like to discuss the withheld information.

Yours sincerely,

FDU Decision Maker