

WILTSHIRE POLICE



XXXXXXX
By email

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

Date 1st September 2026

Our Ref FOI 2026-515

Dear XXXXX,

I write in connection with your request for information dated 20th July 2026, concerning EDI training, initiatives and external consultant expenditure. 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 Culture & Inclusion and Finance 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:

Please supply, for each of 2023/24, 2024/25 and 2025/26:

- (a) actual expenditure on EDI training;
- (b) actual expenditure on EDI initiatives and related programmes;
- (c) actual expenditure on external EDI consultants or providers; and
- (d) confirmation of what the "Budget allocated to EDI Functions" figure comprises, and whether it represents budget or outturn.

If the answer to any of (a) to (c) is that nil was spent, please say so expressly. If any of it is not held, please confirm that under section 1(1)(a).

Our response:

Section 1 of the Freedom of Information Act 2000 (FOIA) places two duties on public authorities. Unless exemptions apply, the first duty at s1(1)(a) is to confirm or deny whether the information specified in a request is held. The second duty at s1(1)(b) is to disclose information that has been confirmed as being held.

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Whilst I can confirm Wiltshire Police do hold the requested information, section 12(1) of the FOIA states:-

Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

The information you are requesting is not stored in a way which permits for easy retrieval. Due to the historic timeline requested, several historic stakeholders would need engaging with to provide the figures prior to the 2025/26 period. The expenditure requested is wider than the Culture & Inclusion departmental budget and therefore other departmental budgets (including, but not necessarily limited to, our Learning & Development department) would need to be reviewed. This review cannot be completed automatically, due to our systems capabilities, therefore a manual review of every departmental budget would be required to establish if there were any EDI related expenditure. This task would far exceed the time obligations on the Force to comply and is therefore exempt from disclosure.

Having said this, we can provide the 2025/26 expenditure from the Culture & Inclusion budget only. This has been provided further down.

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 note, the following information covers the 2025/26 period and is from the Culture & Inclusion departmental budget only.

Please supply, for each of 2023/24, 2024/25 and 2025/26:

(a) actual expenditure on EDI training;

£92.00

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(b) actual expenditure on EDI initiatives and related programmes;

£7607

(c) actual expenditure on external EDI consultants or providers; and

£8954.81

(d) confirmation of what the "Budget allocated to EDI Functions" figure comprises, and whether it represents budget or outturn.

The budget allocation supports the delivery of the organisations Culture & Inclusion function. Expenditure includes staff salaries and associated employment costs, budget allocations for Staff Support Networks, costs associated with the above training initiatives and programmes, activity undertaken to support compliance with the Equality Act 2010 and Public Sector Equality Duty, the wider costs associated with maintaining and delivering an organisational function. The budget represents the overall costs of providing this function.

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