

5th October 2022
FOI936 CON-33438/RM

Sent via email [REDACTED]

Dear [REDACTED]

RE: FREEDOM OF INFORMATION REQUEST – FOI936 CON-33438

Avon and Somerset Police and Crime Commissioner's (PCC's) office have now completed the search for the information which you requested on the 12th September 2022.

Your request & answers in red:

I wish to make an FOI request, as set out under the Freedom of Information Act 2000.

- a) The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) "EDI officers" or "diversity and inclusion project managers" but would not include general HR managers. **None**
 - b) Either a) the pay band of each of these roles, or b) the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences. **N/A**
 - c) In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants. (staff days = duration of the training programme multiplied by the number of staff in attendance for the course). **No training courses attended. However, staff have access to the College of Policing online learning platform from which they are able to access mandatory equality and diversity E-learning training modules.**
- The OPCC Head of Communications has attended the Association of Police and Crime Commissioner & National Police Chiefs' Council annual Partnership Summit which focused on these matters and has also represented the OPCC virtually at the National Police Chiefs' Council Diversity, Equality and Inclusion Conference. These events were free of charge.**
- d) The contractual cost of any consultants hired, in the past twelve months, to provide any external training or advice on issues of diversity, equality, or inclusivity. **£0. Staff have access to the Avon and Somerset Constabulary's Inclusion and Diversity Team who are able to provide advice on all matters relating to diversity, equality, or inclusivity.**

- e) In the past twelve months, the number of staff days committed to attending conferences relating mainly or exclusively to matters of Equality, Diversity and Inclusion. (duration of conference multiplied by the number of staff in attendance). **Please see response to question c.**
- f) The costs of attending these conferences. **N/A**
- g) Membership costs the organisation pays for participation in equality charters such as the Stonewall Equality Champions, or Diversity and Inclusion Workplace champions. **£0**

If you have any queries about this letter then please contact me, quoting the reference number above in any future communications.

If you are unhappy about how your request has been handled and wish to make a complaint or request a review of the decision then you should write to:

The Chief Of Staff
Avon and Somerset Police and Crime Commissioner's Office
Valley Road
Portishead
Bristol
BS20 8JJ

Please note, Avon and Somerset Police and Crime Commissioner's office provides you with the right to request a re-examination of your case under its review procedure. The appeals document is attached for your reference.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided by Avon and Somerset Police and Crime Commissioner's office. The Information Commissioner can be contacted at: <http://ico.org.uk/>.

Yours sincerely,

Freedom of Information Officer

Avon and Somerset Police and Crime Commissioners Office