|  |  |
| --- | --- |
|  | **James Katouzian****Governance Manager**Office of the Police and Crime Commissionerfor Thames Valley  |
|  Our ref: FOI 0825 |  |
|  |   |

The Office of the Police and Crime Commissioner (OPCC) for Thames Valley has now considered this request, which for clarity, has been repeated below:

|  |  |
| --- | --- |
| **Request**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**A: None. There are elements of DEI in various roles across our organisation but we have no full-time employees who have an exclusive focus on this area.A: NoneA: No Plans.A: No Data Held. Some staff training is provided by Thames Valley Police (TVP). Please contact Thames Valley Police Joint Information Management Unit (JIMU) directly. **publiceaccess@thamesvalley.police lcile.uk****.**A: Staff networks organised via TVP People Services, please contact JIMU.A: Kerrin Wilson QPM – Independent Review of recent TVP Employment Tribunal and DEI Policies – 40 days – cost £20,000. Internally managed by the OPCC Chief Executive who does not record the number of hours specifically dedicated to this programme of work. A: Procurement procedure is organised via TVP Procurement, please contact JIMU. |