



Response Date:20/09/2024

2024/864 - Diversity and inclusion

In response to your recent request for information regarding;

Please would you advise, for the last 3 years.

- 1. The total force budget,**
- 2. The budget allocated to diversity and inclusion showing with staff costs.**
- 3. The budget allocated to diversity and inclusion without staff costs.**
- 4. What percentage does this diversity and inclusion budget represent of the total force budget?**
- 5. Of the allocated amount how much was actually spent in each of the last 3 financial years.**

For clarity I would like to know the budgets allocated to, and the spends of, each of the various staff diversity networks in your police force for the 3 year periods e.g. Gay Police Association (LGBTQI), disability network, Christian Police Association, Muslim Association, Sikh police association Jewish police Association, and black police association (This may not be an exhaustive list as individual forces have differing diverse groups such as female forums and I would like to know the figures (budget and actual spend) for all of the force staff networks that benefit from force diversity funding, not just those I have listed.

EXPENDITURE CATEGORY	2021-22 £	2022-23 £	2023-24 £
Gender Equality Network	£1,057	£1,728	£609
Black and Asian Police	£2,296	£2,684	£2,498

Association			
NW LGBT+ Network	£2,042	£1,865	£2,654
NW Disability Network	£470	£563	£970
Parents and Carers Network	£1,500	£1,500	£2,000
Diversity & Inclusion staff and non-staff expenditure	£221,339	£316,854	£350,077
TOTAL EXPENDITURE	£228,704	£325,194	£358,808

TOTAL D&I RELATED BUDGET ALLOCATION	£245,928	£301,429	£313,594
TOTAL FORCE BUDGET	£173,365,000	£182,269,000	£188,959,000
D&I BUDGET PERCENTAGE	0.14%	0.17%	0.17%

6. Finally can you identify how the staff networks access funding for initiatives including training. For example is this through the force Equality and Diversity lead, or is authorising such spending the responsibility of another person? If so what is their role title.

From the latest Memorandum of Understanding / Guidance for Staff Support Networks:

A budget will be made available for all recognised staff networks and will be centrally administered by the EDI Team. The budget amount will be subject to an annual review and will be maintained by the Equality Advisor.

Staff Support Networks shall have complete autonomy over their expenditure although decision should be made with the agreement of the Equality Hwb. Notification of agreed expenditure should be forwarded by Chairs to the Equality Advisor, who on behalf of the network will requisition a PO number and arrange payment with suppliers / contractors.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 19/09/2024