



Response Date:07/11/2024

2024/991 - Diversity, equality and inclusion

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.

In response to your recent request for information regarding;

Please provide me with information on all current NWP posts (filled or unfilled) which cite diversity, equality and inclusion and/or environmental issues/climate change in the job descriptions. This will include information on posts where duties relating to diversity, equality and inclusion and/or environmental issues/climate change make up at least 25% of specified duties.

- **Please provide me with the salaries related to these posts.**
- **Please provide me with the dates of when these posts came into being.**
- **Please provide me with a sum of the total cost of these posts yearly for the past 10 years.**

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
DIVERSITY CONSTABLE TOTAL	£ 73,038.00	£68,907.00	£72,405.00	£76,002.00	£76,764.00	£78,300.00	£ 80,256.00	£ 82,260.00	£ 34,950.00	£ 86,064.00	£ 92,088.00	£144,693.00
DIVERSITY CONSTABLE	£ 36,885.00	£37,254.00	£37,626.00	£38,001.00	£38,382.00	£39,150.00	£ 40,128.00	£ 41,130.00		£ 43,032.00	£ 46,044.00	£ 48,231.00
DIVERSITY CONSTABLE		£31,653.00	£34,779.00	£38,001.00	£38,382.00	£39,150.00	£ 40,128.00	£ 41,130.00		£ 43,032.00	£ 46,044.00	£ 48,231.00
DIVERSITY CONSTABLE	£ 36,153.00								£ 34,950.00	£ 43,032.00	£ 46,044.00	£ 48,231.00
DIVERSITY CONSTABLE												£ 48,231.00
STAFF POSTS TOTAL	£ 96,708.00	£32,547.00	£99,648.00	£97,726.05	£98,710.05	£66,073.86	£100,742.03	£103,263.65	£103,454.35	£115,435.06	£125,893.06	£133,310.35
HEAD OF DIVERSITY	£ 44,016.00		£44,984.00	£45,435.00	£45,891.00	£46,809.00	£ 47,982.00	£ 49,182.00	£ 49,182.00	£ 58,296.00	£ 64,245.00	£ 68,730.00
DIVERSITY ADMIN CO-ORDINATOR	£ 20,940.00		£21,401.00	£18,694.05	£18,886.05	£19,264.86	£ 17,279.03	£ 17,712.65	£ 17,903.35	£ 19,186.06	£ 20,698.06	£ 21,683.35
DIVERSITY OFFICER INTERNAL	£ 31,752.00	£32,547.00	£33,263.00	£33,597.00	£33,933.00		£ 35,481.00	£ 36,369.00	£ 36,369.00	£ 37,953.00	£ 40,950.00	£ 42,897.00

Diversity posts appear to be police staff posts as far back as 2001
In 2011, the dynamics changed to 1 Police Officer post, 1 staff post
2012 to date, the split varies between 2-3 Police Officer posts and 3 staff posts.

- **Please provide me with the total cost spent on resources relating to diversity, equality and inclusion and/or environmental issues/climate change by NWP yearly for the past 10 years. These will include but not be restricted to social media usage, posters, wrist bands, rent of premises, refreshments, and travel and accommodation costs of personnel who have in their job description duties related to diversity, equality and inclusion and/or environmental issues/climate change**

North Wales Police do not hold a 'total cost spent on resources relating to diversity, equality and inclusion and/or environmental issues/climate change by NWP yearly for the past 10 years'.

Our information is set up and searchable for our policing purposes. To obtain the information you have requested would involve manually reviewing each record on our force system. The cost of providing you with the information is above the amount to which we are legally required to respond i.e. the cost of retrieving the information exceeds the 'appropriate level' as stated in the Freedom of Information (FOI) Fees and Appropriate Limit regulations 2004.

Therefore, in accordance with the FOI Act 2000 the information you have requested is exempt under Section 12 (1), and this letter acts as a Refusal Notice under section 17 (5) of the legislation.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 05/11/2024