



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

Response Date: 02/05/2025

2025/433 - Diversity, Equity, and Inclusion (DEI)

In response to your recent request for information regarding;

For the calendar year 2024, please state the total number of external organizations that North Wales Police contracted with or utilized for the provision of services, training, consultancy, or any other form of support related to Diversity, Equity, and Inclusion (DEI) initiative.

Following on from the previous question, for each of the external organizations identified, please provide a precise breakdown of the following information for the calendar year 2024:

- * The name of the external organization.**
- * The specific service(s), training, consultancy, or support provided by the organization related to DEI. (e.g., unconscious bias training, recruitment strategy development, diversity audit, etc.)**
- * The total amount of money paid to each organization for these DEI-related services during the calendar year 2024**

- Creased Puddle [Understanding Minds of All Kinds - Creased Puddle](#)

We had a Neurodivergent conditions survey in 2024. This was to fully understand the make-up of North Wales Police when it comes to neurodiversity. Further services are in the process of being arranged but this has not been finalised yet and was not in the 2024 timeframe.

The charges from creased puddle were £1800 +VAT.

- Senseai (services / consultancy) Culture Work

The figure paid to Senseai during the calendar year 2024 was £83,455 + VAT.

- Norfolk/Suffolk Constabulary - Support re EIA – no cost
- College of Policing. National Centre for Police Leadership - FLLP Content and Support re EIA - no cost
- Gwent Constabulary - FLLP Content and Support re EIA – no cost
- Merseyside Police - FLLP Content and Support re EIA – no cost
- Durham University - FLLP Content and Support re EIA - no cost

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 01/05/2025

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**Yn gwneud Gogledd Cymru'r lle mwyaf diogel i fyw, gweithio ac ymweld yn y DU
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