



Gloucestershire Constabulary Freedom of Information request 2022.1000

I would firstly like to apologise for the delay in responding to your request. This has been due to an exceedingly high volume of requests and resourcing issues which have impacted both upon the Information Disclosure team and the business areas upon whom we rely to supply the information.

On 2 December 2022 you sent an email constituting a request under the Freedom of Information Act asking the following:

- 1. Please provide a copy of your force's Equality Diversity and Inclusion policy.*
- 2. Which internal and external parties gave advice/were consulted on the development of the policy? Who was responsible for signing off on the policy?*
- 3. Please provide copies of Equality Diversity and Inclusion training materials used with staff; used with volunteer members of the public.*
- 4. Who delivers this training?*
- 5. Who conducts the Equal Opportunities monitoring?*
- 6. Which characteristics/groups are included in the Equal Opportunities monitoring?*

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds some relevant information.

1. The document you are seeking is titled 'Better Together – Our approach to Diversity, Equality and Inclusion (DEI)' and is available through [Better Together - Our approach to Diversity, Equality and Inclusion | Gloucestershire Constabulary](#)
2. There was consultation with the Independent Advisory Group (IAG). The document was signed off by the People Development Board
3. A separate document containing screenshots of the lessons undertaken is attached to this response. These are the sessions that the initial students complete on our Special Constabulary initial training programme through distance learning. These learning blocks of distance learning are consolidated over a face-to-face weekends of training to include a classroom day and practical application exercises. There is no specific DEI training given to Special Constables however this may change moving forward, especially with the Police Race Action Plan driving some of the Learning & Development activity.
4. DEI is delivered by Learning & Development staff. This is face to face training delivered to initial regular officers and initial PCSOs.
5. This is circulated to various staff associations for feedback and then returned to the policy advisor.

6. These networks are IAG, Race, LGBTQ, Unison, Federation as well as the Better Together Team. (Some cases are discussed with the Legal Department).

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

Yours sincerely,