

Gloucestershire Constabulary
Police Headquarters
No.1 Waterwells, Waterwells Drive
Quedgeley, Gloucester. GL2 2AN
www.gloucestershire.police.uk



Your reference:

Our reference: FOI_26_0533

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 28/07/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_26_0533

On 05/06/2026 you sent an email constituting a request under the Freedom of Information Act asking the following:

I am writing to request information under the Freedom of Information Act 2000 regarding your force's expenditure on and staffing of Equality, Diversity and Inclusion (EDI) functions.

Please provide the following information for each of the financial years 2020/21, 2021/22, 2022/23, 2023/24, and 2024/25 (and 2025/26 where data is available or can be provided in part):

Section 1: EDI Training and Initiatives

1. The total amount spent on EDI training for officers and staff, including but not limited to: external training courses, mandatory diversity training, unconscious bias training, cultural awareness training, and any other training with EDI as its primary purpose.
2. The total amount spent on EDI initiatives, programmes, events, campaigns, and materials (e.g. awareness events, EDI strategy implementation, consultancy, external facilitators).
3. Whether any EDI training is delivered internally (and if so, at what cost) or through external providers, and the names of any external providers contracted for EDI-related training or consultancy during the period.
4. The total budget allocated to EDI functions (staffing, training, and initiatives combined) as a line item or identifiable budget heading, where this exists.

Section 2: Organisational Structure

1. Whether your force has a dedicated EDI team, unit, or department, and if so, when it was established.
2. Whether there is a Chief EDI Officer, Head of EDI, or equivalent senior post, and if so, the salary band attached to that post.

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

Section 1: EDI Training and Initiatives

1. The table below states the amount spent for utilising external trainers. The cost for internal training is not separately recorded.

Financial Year	Total
2020/21	No record
2021/22	£12,202.46
2022/23	£13,471.20
2023/24	£9,644.26
2024/25	£34,872.33
2025/26	£45,827.86

2. This information is not separately recorded. We are therefore unable to provide this.
3. Please see Q1
- 4.

Financial Year	Budget Set
2020/2021	£60,000.00*
2021/2022	£164,603.00
2022/2023	£167,044.00
2023/2024	£166,115.00
2024/2025	£189,250.00
2025/2026	£198,710.00

*please note that the Better Together team was still incorporated into another department at this time and was funded through a central fund, not separately.

Section 2: Organisational Structure

1. The Better Together team was established in September 2019
2. Better Together D&I Manager, Salary range: £50,949 - £53,451

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.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post – Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary