

Gloucestershire Constabulary
Police Headquarters
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www.gloucestershire.police.uk



Your reference:

Our reference: FOI_26_0535

E-mail: FOI

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Direct dial: 01452 754304

Postal Address: As above

Date: 28/07/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_26_0535

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

Under the Freedom of Information Act 2000, I request the following information:

1. DEI/EDI Expenditure and Staffing

For each of the financial years 2023/24, 2024/25 and 2025/26 (to date):

- a) Total expenditure on Diversity, Equality and Inclusion (DEI/EDI) initiatives, training, external consultants and related programmes.
- b) Number of full-time equivalent (FTE) officers and staff in dedicated DEI/EDI, equality, diversity or inclusion roles, and the total salary cost of those posts.

2. Operational Guidance and Training on Differential Treatment

Copies of any current (or in force during 2024–2025) policies, guidance notes, decision-making frameworks, risk-assessment tools, briefing documents or training materials that instruct, advise or refer to officers giving different weight, priority, credibility or response thresholds in incidents involving protected characteristics under the Equality Act 2010 (especially race or religion). This includes any material covering:

- Assessing credibility or prioritising response when one party alleges racism, hate crime, racial abuse or discrimination against another;
- Handling competing accounts in violent incidents or public order situations where the suspect/victim dynamic involves different ethnic/religious backgrounds;
- Application of unconscious bias, institutional racism, white privilege or similar concepts to operational decisions (e.g. arrest, handcuffing, victim/suspect assessment).

This specifically includes any updates linked to post-2020 events, College of Policing/NPCC hate crime or bias guidance, or non-crime hate incident processes.

If any documents are voluminous, please provide: (i) a list of document titles and dates, (ii) executive summaries or relevant extracts, and (iii) confirmation whether they remain active.

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

1. DEI/EDI Expenditure and Staffing

For each of the financial years 2023/24, 2024/25 and 2025/26 (to date):

a)

Financial Year	Total
2023/24	£9,644.26
2024/25	£34,872.33
2025/26	£45,827.86

b)

Financial Year	Budgeted FTE	Budget Set
2023/2024	4 x FTE	£166,115.00
2024/2025	4 x FTE	£189,250.00
2025/2026	4.08 x FTE	£198,710.00

2. Operational Guidance and Training on Differential Treatment

Gloucestershire Constabulary operates under the national framework governed by the College of Policing and relevant legislation, such as the Equality Act 2010.

Whilst there are multiple documents used for training purposes, there are no specific documents that provide direct operational guidance and training on differential treatment.

The purpose of DEI training is to inform student officers about different groups, to consider and challenge unconscious bias's they may have.

In addition, the Constabulary has delivered force wide training to all officers and staff in relation to the PRAP; please be advised however that this training was provided by an external provider, not by the Constabulary's training department meaning that the training material is not held by the Constabulary.

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