

Reference: 2025-030

Thank you for your email in which you requested the following information under the Freedom of Information Act 2000 (FOIA):

1) The number of roles across all components of the organisation, expressed in numbers of full-time employees (FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. This information should encompass all staff employed by the organisation, regardless of their geographical location.

- a) Roles meeting this description could include (amongst other guises) “Equality, Diversity and Inclusion Officer” (EDI) or “Diversity and Inclusion Project Managers”. Please break down, if possible, the number of roles per component part of the department’s operations.**
- b) For all roles meeting this description, please also provide, in order of preference, either the salary of these roles, the pay band of these roles, or the combined total salary of these roles. Please provide the information that is most in accordance with your data processing practices.**
- c) Please also advise if the organisation has any plans to hire further staff in these areas within the next 18 months, and the roles/pay bands that they are likely to occupy.**

2) With the same criteria as above, please provide the number of internal training courses attended by staff which pertain to the issues encompassed by equality, diversity or inclusivity. Please include the name of the courses, the number of attendees, and the duration of the course.

3) Please, if possible, provide details of any internal EDI practices and networks, including the number of individuals who are members of such networks.

4) Please provide details of any external contractors brought in by the organisation to conduct training, advice, or guidance on issues relating to EDI. Where applicable this should include costs and associated manhours.

5) Please provide details of how equality, diversity and inclusivity is included in your procurement practices, the relative weight afforded to these considerations, and the current value of contracts in which EDI considerations was a part of the procurement process.

Response

Please see below our response to your questions in the order asked.

Question 1

0.5 FTE.

Question 1a

The above role (0.5 FTE) is situated in the People & Culture team.

Question 1b

This role falls within Pay Band B Corporate: £55,789-£66,021.

Question 1c

No such recruitment is planned.

Question 2

'Civil Service Expectations' online course is mandatory for all SFO staff and covers diversity and inclusion, The Equality Act 2010, the Civil Service code, and Diversity and Inclusion Strategy. The duration of the course is 1 hour, 4 minutes.

Question 3

There are 8 staff networks. Each network has a chair or co-chairs, with 18 staff currently holding these positions. We do not hold a register of staff participating in these networks as there isn't a formal membership process.

Question 4

No external contractors have been engaged for EDI-related matters.

Question 5

The term EDI, as used in the query, is a generic term which is not directly applicable to UK government public procurement considerations. Instead, the concept of Social Value, as established by the Public Services (Social Value) Act 2012, PPN06/20 and PPN002, and their respective Social Value Models, applies. Certain parts of the Social Value Model(s) touch upon considerations that also prevail in the generic concept of EDI. Where it is deemed appropriate by an authority, Social Value weighting can be applied to the evaluation criteria of a procurement competition. With respect to Social Value, due to the nature of our business, and the goods and services which we procure, the SFO has only made the determination that it would be relevant to apply this weighting to a single procurement to date. The criteria did not correspond to factors directly pertaining to EDI however, and tenderers were rather asked:

'...to illustrate what contribution they can make to social value when delivering the Services.

Information provided could include: economic, social, wellbeing and environmental benefits in one of the following areas.

- Creating new jobs and promoting skills;
- Encouraging economic growth;'

The contract value was £24,000.

SFO has also applied Social Value measures during evaluation under frameworks where this was a mandatory requirement for use of the framework. In all cases, the evaluation % has never been higher than 10%. As with the above example, SFO's criteria pertained to job creation, economic growth, and supply chain security, factors which do not wholly correlate directly with EDI as it is usually conceptualised.

Values were as follows:

£23,000.00

£23,000.00

£17,800.00

£17,800.00

£87,050.00