



Government Legal Department

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Ref No: FOI 25_130

17 July 2025

Dear [REDACTED],

Thank you for your email of 2 July 2025 which contained your request for information. The Government Legal Department ("GLD") have processed your request for information under the Freedom of Information Act 2000 ("the Act").

Request

I wish to make a freedom of information request and would be grateful if you could supply the following information within 20 working days:

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.

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.

For all roles meeting this description, please also provide, in order of preference, either a) the salary of these roles, b) the pay band of these roles, or c) the combined total salary of these roles. Please provide the information that is most in accordance with your data processing practices.

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.

You then clarified you are requesting the data from May 2024 to May 2025.

Response

Pursuant to Section 1(1)(a) of the Act, GLD informs you that partially holds the information you have requested.

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.

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.

For all roles meeting this description, please also provide, in order of preference, either a) the salary of these roles, b) the pay band of these roles, or c) the combined total salary of these roles. Please provide the information that is most in accordance with your data processing practices.

- **GLD has 1 FTE in HR spread across 2 roles.**

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.

- **There are no plans to hire further staff in these areas within the next 18 months.**

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.

- **Name of learning: Antisemitism awareness training session (pilot)**
- **No of attendees: 43 invited**
- **Duration of session: 1 x 1.5 hours**

- **Name of learning: Anti-Islamophobia awareness training session (pilot)**
- **No of attendees: 43 invited**
- **Duration of session: 1 x 1.5 hours**

- **Name of learning: Civil Service Expectations eLearning**
- **No of attendees: 1,124 recorded as completed this eLearning**
- **Anticipated duration of learning: 1 hour 29 minutes**

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

- **We have 11 staff-led departmental diversity networks and 17 Senior Diversity Champions.**

- **We do not hold information on the number of individuals who are members of these 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.

- **External provider: Antisemitism Policy Trust**
- **Costs: £2000**
- **Associated hours: 1.5 hours**

- **External organisation: Tell MAMA**
- **No cost**
- **Associated hours: 1.5 hours**

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.

- **We don't routinely include EDI requirements as part of the procurement process. We procure mainly through Crown Commercial Service frameworks where a broader concept of social value is considered as part of the selection of suppliers for these frameworks.**

Your Rights

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original correspondence. Please use the contact details provided at the top of this letter in order to request an internal review relating to your original request.

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
www.ICO.org.uk

Yours sincerely,

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