

FOI reference: 01/FOI/25/014126/X
Email: freedomofinformation@gmp.police.uk

Tuesday, 10 June 2025

Freedom of Information Act 2000 (FOIA) – Internal Review

I write in regard to your recent contact with Greater Manchester Police (GMP), which expressed your dissatisfaction with the outcome of your Freedom of Information Act (FOIA) request reference: 01/FOI/25/014126/X.

Pursuant to the FOIA and its Codes of Practice, upon receipt of a complaint regarding a FOI response, we will undertake an internal review of the handling of the request, the considerations that led to the decision, and the manner in which the response was presented.

Following our earlier correspondence, I am now able to provide a response to your complaint concerning the outcome of your FOIA request, which has been recorded under reference: 01/INT/25/000195/P.

Background

This review concentrates on the following request that you submitted to GMP on the 4th of February 2025:

- “...1. How many equality, diversity and inclusivity posts are employed in the Greater Manchester Police Force?*
- 2. What is the annual cost of such posts and any necessary direct administrative support?*
- 3. How many of these posts are filled by applicants who have a protected characteristic as defined by the Equality Act 2010?*
- 4. How many of these posts are filled by ethnic minority applicants?*

5. What is the number and annual cost of external training bodies and course for equality, diversity and inclusivity training?"

On the 28th of February 2025, GMP refused your request by virtue of the following FOIA exemptions

- **Section 21 – Information accessible to applicant by other means**
- **Section 31(1)(a)(b) – Law Enforcement**

Thereafter, on the 7th of March 2025, you expressed your concerns to GMP regarding the refusal of the requested information.

Decision:

An internal review involves assessing that our compliance and obligations under the Freedom of Information Act have been met. We also aim to identify potential improvements in the processing of future Freedom of Information requests and/or take corrective actions where necessary.

Following my assessment of GMP's handling and response to your request, while considering the full account of the Chief Constable (Controller) of GMP's obligations under the FOIA, I am satisfied that the initial decision to apply **Section 21** of the FOIA to Question 5 was appropriately applied.

However, I take the opportunity to provide a further response to your request:

1. 3 uniformed posts in the Diversity, Equality and Inclusion (DEI) Unit.
2. Please find below the standard annual cost for the three posts related to equality and diversity:

Job Title	Amount
Sergeant	£80,429.00
Chief Inspector	£103,525.00
Superintendent	£135,546.00

3. All posts are filled by individuals who have a protected characteristic as defined by the Equality Act 2010.
4. None.
5. <https://www.gmp.police.uk/SysSiteAssets/foi-media/greater-manchester/disclosure-2025/january/february/foi.25.014160.d-equality-and-diversity.pdf>