

Date: 2026
Our ref: FOI/26/017002/X

FREEDOM OF INFORMATION REQUEST REFERENCE NO: FOI/26/017002/X

I write in connection with your request for information dated 04/06/2026, received by Greater Manchester Police (GMP) for the following information:

REQUEST 1:

***What would you like to know?: Dear Sir/Madam,
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 Staffing

The total number of full-time equivalent (FTE) employees whose primary role is focused on EDI, diversity, inclusion, or related functions (e.g. EDI officers, diversity leads, inclusion managers, hate crime coordinators employed in an EDI capacity).

The total number of FTE employees who have a partial EDI remit (i.e. where EDI duties form a recognised and defined part of their role), broken down by the approximate proportion of time dedicated to EDI.

The job titles and pay grades (or salary bands) associated with dedicated EDI roles.

Section 2: EDI Salary Expenditure

The total salary expenditure (including employer National Insurance contributions and pension contributions where available) on employees whose primary role is EDI-focused, for each of the years listed above.

If providing individual salary data would engage any exemption, please provide the aggregate total salary cost for all dedicated EDI staff in each year.

Format and Clarifications

Where data is held electronically, please provide it in a table format. Where exact figures are unavailable, estimates or best available figures with a note of methodology are acceptable.

If any part of this request is exempt, please respond to the remainder and identify which exemption(s) you are applying and why.

REQUEST 2:

*What would you like to know?: Dear Sir/Madam,
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

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.

The total amount spent on EDI initiatives, programmes, events, campaigns, and materials (e.g. awareness events, EDI strategy implementation, consultancy, external facilitators).

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.

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

Whether your force has a dedicated EDI team, unit, or department, and if so, when it was established.

Whether there is a Chief EDI Officer, Head of EDI, or equivalent senior post, and if so, the salary band attached to that post.

Format and Clarifications

Where data is held electronically, please provide it in a table format. Where exact figures are unavailable, estimates or best available figures with a note of methodology are acceptable.

If any part of this request is exempt, please respond to the remainder and identify which exemption(s) you are applying and why.

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate information relevant to your request. I can confirm that the information you have requested is held by GMP.

However, GMP does not hold the information that you have requested in an easily retrievable format.

Request 2, section 1 EDI training costs - Culture and Inclusion is a key consideration in the design of GMP courses to a greater or lesser extent, therefore it would be extremely difficult to pinpoint the exact cost per course. To ascertain if there is any content contained within a course relating to EDI would require a manual audit of all courses we deliver. There are over 400 courses which GMP deliver which would require a manual review and as such, it is anticipated it would take in excess of 18 hours to provide the requested information.

Therefore, as per section 12(1) of the Freedom of Information Act 2000, the cost of providing you with the information is above the amount to which we are legally required to respond i.e. the cost of locating and retrieving the information exceeds the 'appropriate level' as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004.

In accordance with the Freedom of Information Act 2000, this letter acts as a Refusal Notice.

Section 16(1) – the duty to provide advice and assistance – of the Freedom of Information Act 2000, Greater Manchester Police will be unable able to provide advice for you to reduce the request in order for the force to keep this within the fees limit.

Although excess costs remove GMP's obligations under the Freedom of Information Act 2000, as a gesture of goodwill I have supplied some information relative to your request that was retrieved before it was realised that the fees limit would be exceed (see below information). I hope that this is of use to you, but it does not affect our legal right to rely on the fee's regulations for the remainder of your request.

Request 1 - Section 1

Post that fall under EDI.

The DEI team was set up in **2021** with the following posts:

Rank	Total	Band
Superintendent	1	£74,867
Chief Inspector	1	£58,332 - £61,725

From 2022 – 2023

Rank	Total	Band
Superintendent	1	£84,177 - £99,015
Chief Inspector	1	£58,332 - £63,627
Sergeant	1	£45,857 - £48,129
Police Officer	1	£30,933 - £36,852
Contractor	1	Section 40

The contractors pay has been exempt from disclosure under Section 40(2) Personal Information – this information constitutes personal data of an identifiable living individual, and to disclose this information would breach the principles of the General Data Protection Regulation (GDPR) and the Data Protection Act 2018. Personal data is defined by Section 1 of the Data Protection Act 2018 and means data that relates to an individual who can be identified directly or indirectly from that data.

From 2023 – 2024

Rank	Total	Band
Superintendent	1	£84,177 - £99,015
Sergeant	1	£49,077 - £51,408
Police Officer	1	£33,324 - £46,044

From 2024 – Present

2024 onwards remains as below to date GMP EDI function sits under the Culture and Inclusion Team with the following posts assigned.

Rank	Total	Band
Superintendent	1	£84,177 - £99,015

Chief Inspector	1	£67,509 - £74,310
Sergeant	1	£51,408 - £56,208

Positive Action Team

The Positive Action Team has had the same postings since 2021. The salary banding takes into account the pay scales from 2021 – date.

Rank	Total	Band
Chief Inspector	1	£58,332 - £74,310
Sergeant	1	£43,965 - £56,208
Police Constables	2	£30,933 - £50,256

Request 1 - Section 2

The response in section 1 provides the information into the salary expenditure. This information will not be broken down further and has been exempt from disclosure under Section 40(2) Personal Information – this information constitutes personal data of an identifiable living individual, and to disclose this information would breach the principles of the General Data Protection Regulation (GDPR) and the Data Protection Act 2018. Personal data is defined by Section 1 of the Data Protection Act 2018 and means data that relates to an individual who can be identified directly or indirectly from that data.

Request 2 – Section 1

Total money spent on initiatives - £239,171 between 2023 – 2025.

Costing of EDI Training – exempt Section 12, please see above.

There are e-learning packages both mandatory and non-mandatory which are provided by College of Policing. For further information relating to these courses, you would need to redirect your request to College of Policing.

In addition, Culture and Inclusion team provide workshops and awareness sessions across the Force. The costings for this are covered in the response to Request 1 Section 1 as it is part of salary costings.

Request 2 – Section 2

GMP has a Force dedicated EDI team which is now called the Culture and Inclusion team, the strategic team was established in 2021 with the team structure being covered in Request 1 Section 1.

Head of EDI is the Superintendent.