

Date: 24th August 2026
Our ref: FOI/26/017018/F

FREEDOM OF INFORMATION REQUEST REFERENCE NO: FOI/26/017018/F

I write in connection with your request for information dated 05/06/2026, received by Greater Manchester Police (GMP) for the following information:

Under the Freedom of Information Act 2000, I request the following information relating to Diversity, Equity and Inclusion (DEI), Equality, Diversity and Inclusion (EDI), or similarly named programmes and activities within your force for the last five financial years. For each financial year, please provide:

- 1. DEI/EDI Training Expenditure i.e. how much was spent on external organisations providing DEI training***
- 2. DEI/EDI Training Content i.e. copies of training materials, presentations, course outlines, learning objectives, handbooks, guidance documents, or other materials used for DEI/EDI training.***
- 3. DEI/EDI Staff Positions i.e. list of all roles whose primary responsibility includes DEI, EDI, equality, inclusion, diversity, belonging, positive action, or related functions. Please include an annual salary or salary band.***

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.

To collate all training materials relevant to your request would require contacting each training delivery unit (totalling 13 delivery units) and each unit would need to manually audit all of the courses which they deliver (in excess of 400 separate courses) to ascertain if there is any content which relates to your request. 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.

Greater Manchester Police is obligated, pursuant to section 16(1) of the Act to provide you with advice and assistance on refining your request to bring compliance within the fees limit. In order for the force to keep this within the fees limit, the information that you are requesting will need to be reduced. For example, removing the request for training material. The resulting response cannot be guaranteed at this point as it will be dependent upon the number of records that fall within the scope of any new request, as they would still have to be manually assessed.

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.

Question 1

From the DEI team (now known as Culture and Inclusion Team) there has been no expenditure on external organisations to provide DEI training.

Question 2

Exempt. Please see above.

Question 3

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