



Freedom of Information request ref 01/FOI/25/3708  
We received your request on the 26/09/2025.

### **Request**

You asked us:

This is an information request relating to equality, diversity and inclusion staff within the force. Please include the following information:

- Does the force have a dedicated team for equality, diversity and inclusion, i.e. a team separate to the human resources team which might otherwise be expected to fulfil the role of ensuring the force meets its commitments under the equalities act?
- If so, please provide the number of staff working in this team.

Please also include as much of the following information as possible:

- The job title of each role
- The pay band of each role (including the monetary amounts)
- The FTE of the role, e.g. if a role is only 4 days a week this would be expressed as 0.8 FTE
- Please also provide the following information for the 2022-23, 2023-24, 2024-25:
- The number of FTE roles in the equality, diversity and inclusion team on the final date of each financial year
- The total cost of these roles as existed on the final date of each financial year

- Please also provide the latest equality, diversity and inclusion strategy the force has published, or the one currently in place

***We have handled your request under the Freedom of Information Act (FOIA)***

### **Our response:**

Question 1

As of the 26/09/2025, the structure on our Origin HR system includes budgeted positions as follows.

| Job Title                               | Rank / Grade    | Pay Band                | FTE | Number of Roles |
|-----------------------------------------|-----------------|-------------------------|-----|-----------------|
| Head of Strategic Inclusion & Diversity | C003            | £83,637.56 - £99,227.90 | 1   | 1               |
| Trust & Legitimacy Chief Inspector      | Chief Inspector | £70,377.00 - £75,855.00 | 1   | 1               |
| Inclusion & Diversity Business Partner  | B004            | £53,668.94 - £63,520.60 | 3   | 3               |

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|                                 |           |                            |       |   |
|---------------------------------|-----------|----------------------------|-------|---|
| Training Delivery Lead          | B002      | £42,250.01 -<br>£49,915.06 | 1     | 1 |
| Learning Delivery Co-ordinator  | B001      | £38,707.49 -<br>£45,694.17 | 1     | 1 |
| External Scrutiny Co-ordinator  | A005      | £30,823.66 -<br>£36,300.72 | 2     | 2 |
| Stop & Search Strategic Support | Sergeant  | £53,568.00 -<br>£56,208.00 | 1     | 1 |
| Positive Action Officer         | Constable | £31,164.00 -<br>£50,256.00 | 1.875 | 2 |

The force is currently working through an Establishment reset which will see parts of the I&D roles removed and the remaining roles will be embedded into BAU functions. The roles that remain focused on I&D but embedded across the organisation are:

| Job Title                              | Rank / Grade    | Pay Band                   | FTE | Number of Roles |
|----------------------------------------|-----------------|----------------------------|-----|-----------------|
| Trust & Legitimacy Chief Inspector     | Chief Inspector | £70,377.00 -<br>£75,855.00 | 1   | 1               |
| Inclusion & Diversity Business Partner | B004            | £53,668.94 -<br>£63,520.60 | 2   | 2               |
| Training Delivery Lead                 | B002            | £42,250.01 -<br>£49,915.06 | 1   | 1               |
| External Scrutiny Co-ordinator         | A005            | £30,823.66 -<br>£36,300.72 | 2   | 2               |
| Stop & Search Strategic Support        | Sergeant        | £53,568.00 -<br>£56,208.00 | 1   | 1               |

### Question 2

The number of FTE roles on the team at the end of each financial year is shown on the table below. The total cost of these roles is not held as recorded information and would require new information to be created.

| Year    | FTE Roles As Of 31/03 |
|---------|-----------------------|
| 2024/25 | 10.875                |
| 2023/24 | 11.875                |
| 2022/23 | 10.875                |

### Question 3

The Force Strategy is published at the following link:

[https://careers.btp.police.uk/media/q0she2yq/i-d\\_strategy\\_oct\\_2024-final.pdf](https://careers.btp.police.uk/media/q0she2yq/i-d_strategy_oct_2024-final.pdf)