

**Please ask for :** Alethea Fuller  
**Telephone Number:** 0121 626 6060  
**Our Reference:** 2025-00284  
[wmpcc@westmidlands.police.uk](mailto:wmpcc@westmidlands.police.uk)



Date: 14/03/2025

Dear FOI Applicant

Thank you for your freedom of information request received in this office on **28 February 2025** in which you asked:

*'1) The number of roles across all components of your operations, directorates and management structures, 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 roles based in central offices, as well as any based elsewhere*

*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 your 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 there are 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.'*

In response to your request, I can confirm:

1. None of our roles meet this description and we have no plans to hire staff in these areas.
2. 1 internal training course has been attended by 2 members of staff. The course is Learning from Our Black History, it is a 4 hour course.
3. Black Officers Network - there are 8 members of the group.
4. - Unconscious Bias Training - £2200 for delivery in October 2022.
  - 11 full day training courses delivered to Violence Reduction Partnership Strategic Board members and partners across our 7 local authority areas, and 4 sessions delivered to OPCC staff on Anti Racist Practices. The total contract value was £21,380, and was awarded to Mission Diverse following a competitive commissioning process in 2024.
  - A Webinar on Neurodiversity for commissioned service providers and partners. Contract value £9776 awarded to Barnardo's following a competitive commissioning process.
  - Accessibility software awarded to Recite me Ltd. Contract value £3325.
5. Each procurement process would differ depending on the needs of the goods or services being procured. The equality and diversity questions from the tender questionnaire are attached, entitled 'FOI-13-Attachment 1'. However, please note that the tender questionnaire is being amended due to potential changes as a result of the Procurement Act 2023. In the last year only 1 open tender exercise has been delivered for a weapon surrender bin service. There was no equalities weighting to the procurement but it was subject to Social Value weighting of 20%.

### **Freedom of Information Right of Appeal**

Any person who has requested information from the Office of the Police and Crime Commissioner (OPCC) and is unhappy with the way their request for information has been handled can request a review of their case.

A request for review must be made in writing by letter or email. You should include the reference number of your request if you have it, and outline why you are requesting the review to:

Office of the Police and Crime Commissioner  
Lloyd House  
Birmingham  
B4 6NQ

Telephone: 0121 626 6060  
Email: [wmpcc@west-midlands.pnn.police.uk](mailto:wmpcc@west-midlands.pnn.police.uk)

All requests for review will be recorded. Receipt of a request for internal review will be acknowledged and the appellant informed of an estimated date for determining the outcome. The OPCC will attempt to respond to internal reviews as soon as practicable and in any case within two months.

All investigations will be undertaken by someone not involved in the original response.

The result of any internal review will be communicated to the appellant outlining the decisions taken.

If you remain dissatisfied with the handling of your request or complaint, you have a right to appeal to the Information Commissioner at:

The Information Commissioner's Office  
Wycliffe House

Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Telephone: 08456 30 60 60 or 01625 54 57 45  
Website: [www.ico.gov.uk](http://www.ico.gov.uk)

There is no charge for making a request for internal review or appeal to the Information Commissioner.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'A Fuller', enclosed within a thin black rectangular border.

Alethea Fuller  
Deputy Chief Executive