| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0560  Responded to: 12 March 2024 |
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Your recent request for information is replicated below, together with our response.

1. **How much have you spent on diversity / inclusion staff over the past five years, broken down into financial years. Please include this financial year to date: so data for 23/24 to date, 22/23. 21/22, 20/21, and 19/20.**

Please see the below table providing the costs spent on Equality, Diversity and Inclusion (EDI) staff over the past 5 years. This has been broken down into each financial year.

Please note that the costs for the year 2023/2024 is provided until the end of February.

| **Financial Year** | **Amount** |
| --- | --- |
| 2019/2020 | £372,213.32 |
| 2020/2021 | £344,080.19 |
| 2021/2022 | £552,572.72 |
| 2022/2023 | £589,611.74 |
| 2023/2024 | £538,938.53 |

1. **How much have you spent on diversity / inclusion training over the past five years, broken down into financial years. Please include this financial year to date as above.**

Please see the below table providing the costs spent on EDI training over the past 5 years. This has been broken down into each financial year. Please note that the costs for the year 2023/2024 is provided until the end of February.

| **Financial Year** | **Amount** |
| --- | --- |
| 2019/2020 | £8,775 |
| 2020/2021 | £10,000 |
| 2021/2022 | £53,744 |
| 2022/2023 | £85,264.98 |
| 2023/2024 | £44,602 |

1. **What external organisations have been paid to provide training and/or materials, and how much has been paid to each organisation over the years stated previously.**

The list below provides a list of training partners who Police Scotland have worked with to deliver EDI training, from 2019 to date along with the fees paid.

**2019/2020**

Purple Frog - £8,775

**2020/2021**

Purple Frog - £10,000

**2021/2022**

Shire Professional - £1,500

Purple Frog - £12,944

Spurway Training Ltd - £3,300

Marshall E-learning Consultancy - £36,000

**2022/2023**

Purple Frog - £27,900.98

Marshall E-learning Consultancy - £17,100

Elev8 - £40,264

**2023/2024**

Elev8 - £44,602

If you require any further assistance, please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](mailto:foi@scotland.police.uk) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](http://www.itspublicknowledge.info/Appeal), by [email](mailto:enquiries@itspublicknowledge.info) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.