

Freedom of Information request

Thank you for your Freedom of Information request dated 12th September 2022.

In your request you asked for the following information.

- a) *The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) “EDI officers” or “diversity and inclusion project managers” but would not include general HR managers.*
- b) *Either a) the pay band of each of these roles, or b) the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences.*
- c) *In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants. (staff days = duration of the training programme multiplied by the number of staff in attendance for the course).*
- d) *The contractual cost of any consultants hired, in the past twelve months, to provide any external training or advice on issues of diversity, equality, or inclusivity.*
- e) *In the past twelve months, the number of staff days committed to attending conferences relating mainly or exclusively to matters of Equality, Diversity and Inclusion. (duration of conference multiplied by the number of staff in attendance).*
- f) *The costs of attending these conferences.*
- g) *Membership costs the organisation pays for participation in equality charters such as the Stonewall Equality Champions, or Diversity and Inclusion Workplace champions.*

I can confirm that we hold data in relation to these questions and as requested we have supplied the information in an Excel Spreadsheet.

HMCPsi does not have any roles which are exclusively or mainly focused on D&I. However, as part of our duty to provide advice and assistance, I can confirm that HMCPsi is a small government department of 30 staff and D&I responsibilities are found in job descriptions of a number of members of staff. In addition, as a small organisation, we have shared service agreements for some core functions with larger government departments.

If you are dissatisfied with any aspect of our response to your request, please send full details within two calendar months of the date of this email and send to the below email address:

info@HMCPsi.gov.uk

You also have the right to ask the Information Commissioner to investigate any aspect of your complaint. Please note that the Information Commissioner's Office (ICO) is likely to expect the internal complaints procedures to have been exhausted before beginning an investigation.