

## **FREEDOM OF INFORMATION REQUEST**

**REQUEST NUMBER: 7 - 2025**

### **REQUEST DETAILS:**

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.

## RESPONSE

1. There are no roles that fit this description within the Office of the Police and Crime Commissioner for Suffolk.
2. No internal training courses have been provided by the Office of the Police and Crime Commissioner for Suffolk, however, staff are able to access online courses if this was identified as a need.
3. There are no staff networks within the Office of the Police and Crime Commissioner for Suffolk.
4. No external contractors have been brought in relating to EDI training.

The Office of the Police and Crime Commissioner for Suffolk (OPCC) does work with and support a wide range of different community groups, charities, and associations across Suffolk, and these are published through the OPCC's decision reports.

[Decisions - Suffolk PCC](#)

[Grants - Suffolk PCC](#)

5. The Suffolk OPCC, as standard, include questions or request method statements on equality, diversity and inclusivity. Data on those accessing services (e.g. victim of crime demographics) may be included as background information in specifications. However, when making any decisions the PCC does consider their public sector equality duty as required under the Equalities Act 2010. Suppliers may choose to include social value measures that may relate to EDI. Social Value (as a whole) is usually 10% weighting on contracts.

Two current contracts had an element of *equality, diversity and inclusivity included in the procurement exercise*:

- i) For the re-procurement of the co-commissioned Norfolk and Suffolk Victim Care Service potential suppliers were asked the following during the tender process.

*The demographics and geography of Norfolk and Suffolk (see Appendix A [of the specification]) provide for unique challenges to the provision of victim services.*

*The provider is to review this document and detail how you will address these issues; engage with and meet the needs of people with different protected characteristics.*

This question comprised 5% of the total weighting. The contract value (across Norfolk and Suffolk) is £500k per annum.

- ii) Mediation: Suppliers were asked to respond to the following question during the tender process



*Reducing Inequalities – Please describe how you will ensure that staff at all levels will be trained in relation to diversity and inclusion. Explain the roles and responsibilities in tackling discrimination, disadvantage, and bias.*

This question was within the social value section and comprised 2% of the total weighting. The contract value is less than £20k per annum.