



**HEDDLU
GWENT
POLICE**



FREEDOM OF INFORMATION REQUEST

FREEDOM OF INFORMATION REQUEST 2025/28167

Dear requester,

Thank you for your recent request under the Freedom of Information Act 2000.

Section 1 of the Freedom of Information Act 2000 (FOIA) places two duties on public authorities. Unless exemptions apply, the first duty at, **Section 1(1) (a)**, is to confirm or deny whether the information specified in a request is held. The second duty at, **Section 1 (1) (b)**, is to disclose information that has been confirmed as being held.

The information that you are seeking is in relation to the following:

REQUEST

QUESTION ONE

What is salary gradings for each of the Gwent Police positions below and subsequent monetary wages.

Head of Continuous Improvement
Head of Diversity and Inclusion
Equality and Diversity Manager

QUESTION TWO

How many staff in total work within the Gwent Police EDI Team i.e. officers, comms & marketing staff, support workers, admin and any trainer/s.

QUESTION THREE

Stemming from Question two above, please list all job roles within the EDI Team along with salary gradings / monetary wages.

QUESTION FOUR

If not included in the answer to question three, please list all job roles and salary gradings / monetary wages in respect of Gwent Police's 'Positive Action' programme. i.e. Positive Action T/Inspector, Positive Action Sergeant, Positive Action Progression Officer, Positive Action Ambassadors (PCs), etc.



QUESTION FIVE

What is the number and cost of external training bodies and courses for equality and diversity training?

CLARIFICATION NEEDED FROM REQUESTOR 04/02/25

Question five is too vague to answer in its current format, are they looking at the current year or over a period of time?

CLARIFICATION RECEIVED FROM REQUESTOR 04/02/25

One year

CLARIFICATION NEEDED FROM REQUESTOR 04/02/25

Please can you clarify what is meant by “one year”? Which year specifically are you requesting information for?

CLARIFICATION RECEIVED FROM REQUESTOR 04/02/25

In the last financial year. One year.

RESPONSE

- 1. What is salary gradings for each of the Gwent Police positions below and subsequent monetary wages.**

Head of Continuous Improvement - Chief Superintendent level: Starting Salary CO1 (as post currently vacant) - £99,612.00

Head of Diversity and Inclusion - no post exists under this title

Strategic Equality & Diversity Manager - POK -£52,491.00

- 2. How many staff in total work within the Gwent Police EDI Team i.e. officers, comms & marketing staff, support workers, admin and any trainer/s.**

Equality, Diversity and Inclusion Team:

There are 3 people in the Equality, Diversity & Inclusion Team

X 1 Strategic Equality & Diversity Manager

X 2 Community Engagement Officers

- 3. Stemming from Question two above, please list all job roles within the EDI Team along with salary gradings / monetary wages.**



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Equality, Diversity & Inclusion Team:

X 1 Strategic Equality & Diversity Manager - POK £52,491.00

X 2 Community Engagement Officers - Scale 5 £30,468.00

4. **If not included in the answer to question three, please list all job roles and salary gradings / monetary wages in respect of Gwent Police's 'Positive Action' programme. i.e. Positive Action T/Inspector, Positive Action Sergeant, Positive Action Progression Officer, Positive Action Ambassadors (PCs), etc.**

Positive Action Team:

X 1 Positive Action Co-ordinator - SO2 -£35,919.59

X 2 Positive Action Outreach Officers - Scale 6 - £32,247 - £34,329.00

5. **What is the number and cost of external training bodies and courses for equality and diversity training?**

Year 2023/24: 3 suppliers totalling £13,115.

Please note, every effort is made to ensure that the figures presented are accurate and complete.

Freedom of Information Act is a public disclosure regime, not a private regime. Any information disclosed under the Act is thereafter deemed to be in the public domain, and therefore freely available to the public and will be published on the Gwent Police website.

If, upon receiving a response to a freedom of information request, you are unhappy with the outcome, you may request an internal review. **This should be made within 40 working days of the initial response.**

Please direct any internal review requests to FOI@gwent.police.uk

You have the right to request an appeal from the Information Commissioners Office about your Freedom of Information request, if you are dissatisfied with your internal review response.

ICO Contact Details:

The Information Commissioner's Office, Wycliffe House, Wilmslow, Cheshire, SK9 5AF

Tel: 0303 123 1113

Web: www.ico.org.uk



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Thank you for your interest in Gwent Police.