

Request

1. Please list the diversity, equality and inclusion (DEI) posts currently fulfilled by your police officers, together with the annual salary of each.

2025 Data is @ February 2025

Person Type & Rank	2025
Police Officer	2.00
Inspector	1.00
Sergeant	1.00
Police Staff	2.00
Grade 8	1.00
Grade 5	1.00
Grand Total	4.00

Officer Salary band	FROM	TO
Sergeant	£ 51,408.00	£ 53,943.00
Inspector	£ 61,197.00	£66,201.00

Staff salary / Grade	FROM	TO
5	£31,296.00	£35,256.00
8	£50,088.00	£54,879.00

To provide individual salaries would be exempt by virtue of

Section 40 – Personal Data

Although salaries do not constitute as sensitive Personal Data if there is a single named individual in post, the salary information about the job is personal data 'relating to' that employee.

Therefore, to assist where possible we have provided salary bands.

2. Please list the total annual cost of external training provision to your officers for DEI as listed in the latest accounts and/or budget.

For Financial Year 2024/25 the total annual cost of external training provision = £ 28,773.16

We are proud of the officers and staff who make up West Midlands Police and are always looking at how we can work with them to improve how we serve the communities of the West Midlands.

West Midlands Police is the second largest police force in the country and it's vital we build a workforce which is representative of the diverse communities we serve.

We want to enhance equality of opportunity and equality of access for all who live and work in the West Midlands – an area that is rich in diversity and opportunities, but where there are also many inequalities.

It's important for us to be an inclusive employer where people can achieve their full potential and that we have a diverse workforce that is representative of the communities we serve. Policing has to be for everyone and include everyone.