

Clarification

I mean administration roles that are aligned with the department or that are working solely to support managerial roles e.g. assistants.

Request

I am writing to request information regarding the Diversity, Equity, and Inclusion (DEI) positions within the West Midlands Police Department, as well as the financial costs associated with these roles and any external DEI training programs.

I would like the time frame for this information to be over the past 5 years, on a year by year breakdown.

Specifically, I would like to know:

1. How many DEI-related positions (both uniformed and non-uniformed) are currently employed by West Midlands Police?

2025 Data is @ February 2025

Person Type & Rank	2019	2020	2021	2022	2023	2024	2025
Police Officer		2.00	1.00	1.00	2.90	2.90	2.00
Inspector		2.00	1.00	1.00	2.00	1.00	1.00
Sergeant					0.90	1.90	1.00
Police Staff	2.00	3.82	5.00	5.82	5.82	3.00	2.00
Grade 13		1.00		1.00	1.00		
Grade 12	1.00						
Grade 11					1.00		
Grade 10	1.00	1.00	2.00	1.82	0.82		
Grade 8		0.82	1.00	1.00	2.00	2.00	1.00
Grade 6			1.00	1.00			
Grade 5		1.00	1.00	1.00	1.00	1.00	1.00
Grand Total	2.00	5.82	6.00	6.82	8.72	5.90	4.00

2. What is the total financial cost of these positions, including salaries, benefits, and any necessary direct administrative support?

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. Salaries / band increases are agreed in September each year so there is a slight difference from each year.

2024 and 2025	FROM	TO
Sergeant	£51,408.00	£53,943.00
Inspector	£61,197.00	£66,201.00

2023	FROM	TO
Sergeant	£49,077.00	£51,498.00
Inspector	£58,422.00	£63,198.00

2022	FROM	TO
Inspector	£54,600.00	£59,064.00

2021	FROM	TO
Inspector	£52,698.00	£57,162.00

2020	FROM	TO
Inspector	£52,698.00	£57,162.00

2019 and 2020		
Grade	FROM	TO
5	£21,135.00	£28,725.00
8	£42,783.00	£47,058.00
10	£49,182.00	£56,025.00
12	£ 65,238.00	£71,172.00
13	£74,340.00	£81,102.00

2021		
Grade	FROM	TO
5	£26,016.00	£29,793.00
6	£30,777.00	£36,369.00
8	£42,783.00	£47,058.00
10	£51,357.00	£56,025.00

2022 and 2023		
Grade	FROM	TO
5	£29,874.00	£33,915.00
6	£ 34,968.00	£40,950.00
8	£47,814.00	£ 52,389.00
10	£56,988.00	£ 61,983.00
11	£63,306.00	£ 68,871.00
13	£ 81,579.00	£ 88,815.00

2024 and 2025		
Grade	FROM	TO
5	£31,296.00	£35,256.00
8	£50,088.00	£54,879.00

3. How many of these posts are filled by ethnic minority applicants?

Ethnicity	2019	2020	2021	2022	2023	2024	2025	Grand Total
Ethnic Minority Groups	1.00	4.00	3.00	2.82	5.72	3.90	4.00	24.44
White British	1.00	1.82	3.00	4.00	3.00	2.00		14.82
Grand Total	2.00	5.82	6.00	6.82	8.72	5.90	4.00	39.27

2025 Data is @ February 2025

4. What is the cost of any external DEI training programs or consultants utilised by the department, including details on the providers and frequency of such training?

Financial information is recorded by Financial year rather than Calendar year, therefore please see the data below recorded by Financial year.

Year	Costs
2024/2025	28,773.16
2023/2024	27,139.87
2022/2023	23,848.18
2021/2022	21,613.94
2020/2021	53,151.16
2019/2020	30,076.40
Total	184,602.71

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.