



**Information Governance Team**

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04 October 2022

Dear Sir/Madam

**Freedom of Information Act 2000 (FOIA)**

**Request ID: FOI451136006**

Thank you for your request for information relating to Expenditure on equality, diversity, and inclusivity.

You have requested the following information:

**1. 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.**

**a. 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.**

In response to Questions 1 and 1a, we refer you to the attached spreadsheet.

**2. 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).**

- One Coventry Leadership Team: 12 participants, one session delivered which lasted 1 hour and 30 minutes
- Executive Leadership Team: 27 participants, duration of 2 hours
- Equality Impact Assessment Training: 54 participants, duration of 2 hours
- Recruiting for Workforce Diversity Training: 79 participants, duration of 3 hours

• Equality and Diversity: Statutory and Mandatory E-learning Training: 1,642 participants, duration of 1.15 hours

**3. 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.**

The contractual cost was a total sum of £3,000.

**4. 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).**

We confirm there were no staff days committed to attending these conferences within the past twelve months.

**a. The costs of attending these conferences.**

Not applicable.

**5. Membership costs the organisation pays for participation in equality charters such as the Stonewall Equality Champions, or Diversity and Inclusion Workplace champions.**

ENEI - £4,500

Stonewall - £2,500

The supply of information in response to a FOI request does not confer an automatic right to re-use the information. You can use any information supplied for the purposes of private study and non-commercial research without requiring further permission. Similarly, information supplied can also be re-used for the purposes of news reporting. An exception to this is photographs. Please contact us if you wish to use the information for any other purpose.

For information, we publish a variety of information such as: [FOI/EIR Disclosure Log](#), [Publication Scheme](#), [Facts about Coventry](#) and [Open Data](#) that you may find of useful if you are looking for information in the future.

If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: [infogov@coventry.gov.uk](mailto:infogov@coventry.gov.uk)

If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email [icocasework@ico.org.uk](mailto:icocasework@ico.org.uk).

Please remember to quote the reference number above in your response.

Yours faithfully

**Information Governance**

Level 20 Services Group	HR Hierarchy Level 30, Service	HR Hierarchy Level 40, Section 40 Workforce	HR Hierarchy Level 50 Unit	HR Hierarchy Post Link level 40 Workforce	Post Number	Post Description Workforce	Forename	Surname	Grade	Pay Band	Emp FTE
20 Human Resources & Org Development	30 People & Culture	Diversity & Inclusion		Diversity & Inclusion	1037108	Lead	Occupied Post	Occupied Post	GRD8	£38,553 - £45,648	1
20 Public Health & Insight	30 Public Health Service	40 Public Health Insight Team		40 Public Health Insight Team	1005287	Equalities & Diversity Officer	Occupied Post	Occupied Post	GRD8	£38,553 - £45,648	0.61
20 Public Health & Insight	30 Public Health Service	40 Public Health Insight Team		40 Public Health Insight Team	1036615	Assistant Programme Officer -	Occupied Post	Occupied Post	GRD6	£27,514 - £33,486	0.81
20 Public Health & Insight	30 Public Health Service	40 Public Health Team		40 Public Health Team	1021109	Inequalities Programme Manager -	Occupied Post	Occupied Post	GRD7	£32,798 - £39,571	1
20 Public Health & Insight	30 Public Health Service	40 Public Health Team		40 Public Health Team	1022057	Inequalities Programme Officer -	Vacant Post	Vacant Post	Vacant Post	Vacant Post	0
20 Public Health & Insight	30 Public Health Service	40 Public Health Team		40 Public Health Team	1022590	Inequalities Programme Officer -	Vacant Post	Vacant Post	Vacant Post	Vacant Post	0
20 Public Health & Insight	30 Public Health Service	40 Public Health Team		40 Public Health Team	1035590	Inequalities Programme Manager -	Occupied Post	Occupied Post	GRD7	£32,798 - £39,571	1
20 Public Health & Insight	30 Public Health Service	40 Public Health Team		40 Public Health Team	1036362	Inequalities	Occupied Post	Occupied Post	GRD9	£44,624 - £50,314	1