



## REQUEST 18806

I request the following aggregate data on diversity, equality, and inclusion (DEI) expenditure. This includes all costs related to fulfilling Equality Act 2010 duties, such as dedicated programs, training, and embedded activities. The purpose is public interest transparency on resource allocation and value for money from council tax-funded spending.

For financial years 2023/24 and 2024/25 (to date):

1. Please provide the total number of Full Time Equivalent (FTE) roles mainly/exclusively focused on DEI, including:
  - a. Pay bands or combined total salaries.
  - b. Plans for new hires in the next 18 months (roles/pay bands).
2. Please provide total staff time committed to DEI activities including:
  - a. training courses (include the names and durations of any courses and specify whether those courses were internally or externally organised).
3. Please provide costs arising from external providers e.g.,
  - a. Consultants/contractors for DEI training/advice.
  - b. Memberships/charters (e.g., Stonewall Diversity Champions).

## RESPONSE

1. One Grade 8 exclusively working on DEI and one Grade 10 with DEI as part of their focus. Both employed full time.
  - a. G8 pay band £36,363-£40,777. G10 pay band £45,091-£49,282.
  - b. N/A
2. As part of the corporate learning offer, staff have completed the following DEI training courses:
  - **Equality, Diversity & Inclusion Awareness Session**
    - External provider
    - Duration: 02:00:00
    - Total staff time: 3160:00:00
  - **Equality and Diversity (e-learning)**
    - External provider
    - Duration: 01:15:00
    - Total staff time: 2873:45:00
  - **Introduction to Diversity Equality and Inclusion (e-learning)**
    - External provider
    - Duration: 00:40
    - Total staff time: 205:20:00
3.
  - a. £28,710.00
  - b. £5450 per annum for core training modules and consultation

4. Please provide costs of DEI in procurement. How is it included (e.g., weighting in tenders);

4. No direct costs involved incorporating DEI into procurement. No specific standard evaluation weighting attributed to DEI.

As part of the standard Invitation to Tender (ITT) document, Wigan Council does ask and inform of the following:

- a. All (sic. Supplier) staff will have a rigorous induction and training programme which should include, as applicable, risk Assessment procedures; Health and Safety Awareness (including lone working); Confidentiality and professional boundaries; Data Processing/Protection and IT acceptable use; Equality and Diversity...
- b. The supplier must ensure adherence to the Council's Equality and Diversity policy.

5. Please provide the overall total DEI spend as well as funding sources (i.e central government grants and local government funds).

5.

- £28,710 (Face to Face Training)
- £5,450 (E-Learning/Membership)
- £90,059 per annum (Salaries excluding on costs on top of the grades)
- £4,088.20 (Conversations that Matter – Addressing Race and Racism) training
- Total: £128,307.20.