



Reply to: Leah Smith
Telephone: 01953 424455
Date: 25 March 2025

Dear Member of public,

RE: Freedom of Information Request FOI/OPCCN/251

I am writing in connection with your email dated 28 February 2025, in which you requested the following information:

1) The number of roles across all components of your operations, directorates and management structures, expressed in numbers of full-time employees (FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. This information should encompass all roles based in central offices, as well as any based elsewhere

Roles meeting this description could include (amongst other guises) "Equality, Diversity and Inclusion Officer" (EDI) or "Diversity and Inclusion Project Managers". Please break down, if possible, the number of roles per component part of your operations.

For all roles meeting this description, please also provide, in order of preference, either a) the salary of these roles, b) the pay band of these roles, or c) the combined total salary of these roles. Please provide the information that is most in accordance with your data processing practices.

Please also advise if there are any plans to hire further staff in these areas within the next 18 months, and the roles/pay bands that they are likely to occupy.

2) With the same criteria as above, please provide the number of internal training courses attended by staff which pertain to the issues encompassed by equality, diversity or inclusivity. Please include the name of the courses, the number of attendees, and the duration of the course.

3) Please, if possible, provide details of any internal EDI practices and networks, including the number of individuals who are members of such networks.

4) Please provide details of any external contractors brought in by the organisation to conduct training, advice, or guidance on issues relating to EDI. Where applicable this should include costs and associated manhours.

5) Please provide details of how equality, diversity and inclusivity is included in your procurement practices, the relative weight afforded to these considerations, and the current value of contracts in which EDI considerations was a part of the procurement process.

I have reviewed our records and can advise the following:

1. We have one FTE role within the Office of the Police and Crime Commissioner Norfolk (OPCCN) which includes Equality within their role, however this is not the main component of their role. They are the Policy, Research and Equalities officer (PRE Officer) and their salary band is 'E' which is £34,329-£38,754. No further plans to hire further staff at present.
2. All staff must carry out mandatory internal training on the Equalities Act 2010. Additional training has been undertaken within the office regarding Equalities, Diversity, Neurodiversity and Menopause. Whilst these were not mandatory sessions, these were well attended by the office. We do not hold information of precise number of attendees. Duration of these courses have ranged from one hour to half day sessions. Additionally, the PRE Officer has attended the following online:
 - Anti-Racist Practice to Tackle Child Exploitation (19 October 2023, 1.5 hours, cost: free, 1 attendee from OPCCN)
 - Association of Police and Crime Commissioners (APCC) / National Police Chiefs' Council (NPCC)/college of Policing (CoP) DEI Conference 2023 (2-3 November 2023, 9 hours total, Cost: free, 1 attendee from OPCCN)
 - South-East Region Hate Crime Conference (28 November 2023, 4 hours, Cost: free, 2 attendees from OPCCN)
 - NPCC National Neurodiversity Virtual Conference (18-22 March 2024, 9 hours total, Cost: free, 1 attendee from OPCCN)
 - Webinar: How is youth diversion working for children with SEND? (21 March 2024, 1.5 hours, Cost: free, 1 attendee from OPCCN)
 - APCC/NPCC/CoP DEI Conference 2025 (30-31st January 2025, 9 hours total, Cost: free, 1 attendee from OPCCN)
 - NHS England, Domestic Abuse and its Impact on people with Learning Disabilities and Autistic People (February 2025, 2 hours, Cost: free, 1 attendee from OPCCN)

3. Equality Impact Assessment (EIA) and Equalities policy. Our EIA policy and EIA template are available on the OPCCN website here: [Equality | Norfolk PCC](#) We do not have OPCCN-specific networks. Membership of Constabulary networks is not tracked so this information is unavailable.
4. External contactors were brought in for the Neurodiversity training (ADHD Norfolk - £550 Inc. VAT) and Menopause training (Victoria Howell Menopause services £400 Inc. VAT). Other equalities and diversity training inputs have been provided by the Policy, Research and Equalities Officer or EDI specialists within Norfolk Constabulary.
5. Under the Equality Act 2010 and the Public Sector Equality Duty, the OPCCN has statutory duties to ensure all commissioned services have due regard to the needs of people with different protected characteristics. The OPCCN uses Equality Impact Assessments, data analysis and stakeholder engagement to meet the requirements.

Yours sincerely

L. Smith

Leah Smith

Complaints and Compliance Manager and FOI Decision Maker
Office of the Police and Crime Commissioner for Norfolk

Internal Review

If you think we have not supplied information in accordance with Section 1 (the General Right of Access) of the Freedom of Information Act 2000, or you are dissatisfied with the way in which your request has been handled, then you should write within 40 days of the date of the response to:

Mark Stokes
Chief Executive
Office of the Police and Crime Commissioner for Norfolk
Building 7
Falconers Chase
Wymondham
Norfolk
NR18 0WW

Telephone: 01953 424455

Email: opccn@norfolk.police.uk

If you are dissatisfied in any way with our response or the way we have handled your request, you can contact us by phone, email or in writing. We may, in the first instance, try and resolve your complaint informally. However, at any stage you can request, or we may decide to treat your complaint formally under our internal review process.

An internal review is conducted by the Chief Executive who will review the request and response, taking account of your complaint(s), and will respond in writing as soon as possible. The Information Commissioner's Office recommends that a response should be made in 20 working days. If we are unable to respond in this timeframe, we will inform you and provide a date by which you should expect to receive our response.

If, after the internal review, you remain dissatisfied then you can complain to the Information Commissioner's Office, the government regulator for the Freedom of Information Act. Details of how to contact the Information Commissioner's Office can be found at www.ico.org.uk