

Freedom of Information – Response – 26475

Under the Freedom of Information Act 2000, 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:

-Pay bands or combined total salaries.

Please see below table of whole-time equivalents and grades:

- Includes posts in Public Health and Communities and Suffolk Fire and Rescue

WTE by grade

<i>Year</i>	Grade 5	<i>Grade 6</i>	<i>Grade 7</i>
<i>2023/24</i>	<i>0.51</i>	<i>2</i>	<i>1.49</i>
<i>2024/25</i>	<i>0.51</i>	<i>2</i>	<i>1.49</i>
<i>2025/26</i>		<i>2</i>	<i>1</i>

-Plans for new hires in the next 18 months (roles/pay bands).

- No plans for new hires in next 18 months.

2. Please provide total staff time committed to DEI activities including:

training courses (include the names and durations of any courses and specify whether those courses were internally or externally organised).

Suffolk County Council does not record the total staff time committed to DEI activities.

3. Please provide costs arising from external providers e.g.,

i) Consultants/contractors for DEI training/advice

Total spend over period was £50,187. This includes

- £42,422 (this is 3 years' worth of cost) for workforce development and training for staff in Adult Social Care and Children and Young People Services Directorates and includes:
 - ADHD Awareness
 - Autism Awareness
 - Cultural Competence and Diversity
 - Oliver McGowan Mandatory Training (1)
 - Oliver McGowan Mandatory Training (2)
 - Relationships and their impact on wellbeing with people with LD and / or Autism
 - Supporting Autistic Adults

- Supporting Autistic Children and Young People I
- Working with gender diverse children and young people
- £7765 - Suffolk Fire and Rescue Service training – training supports actions identified as part of the HM Fire Inspection

ii) Memberships/charters (e.g., Stonewall Diversity Champions).

- Fire Service - Inclusive Employers Membership: £5,040

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

Above-threshold tenders include DEI as part of specification evaluation or Social Value evaluation.

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

	23/24	24/25	25/26
Funding Source - SCC Core Funding			
Staff	£124k	£124k	£124k
Membership and charters			£5040 (Fire service)
Consultant/contractors for training and advice		£850 (Fire)	£6915 (Fire)
	£42,422 (Adult Social Care and Children Young People services – 3 years costs)		
Funding source - Public Health Grant			
Staff	£114k	£114k	£56k
Membership and charters			
Consultant/contractors for training and advice			