



LETTER SENT BY EMAIL ONLY

27 February 2025

FOI Ref 2024/25-105

Request

Your request for information dated 30 January is copied below.

I would like to ask the following:

1. How much has your organisation spent on measures relating to Equality, Diversity and Inclusion in each year since 2019-20?
2. In relation to Q1, please provide as much information on what this money has been spent on?

Response

The Scottish Police Authority has considered your request under the Freedom of Information (Scotland) Act (FOISA).

A search of records from 1 April 2019 to 31 January 2025 provided the information below. This details spend by the Authority's Corporate team and Forensic Services on measures relating to Equality, Diversity and Inclusion (EDI).

Period	Total amount	Description
2021/22	£100.62	Interpreters and translators – easy read content, related to statutory requirement for public consultation on draft Gaelic Language Plan.
2022/23	£250.00	Conference and seminar fees – Disability Inclusion in the Workplace.
2023/24	£451.44	Conference and seminar fees – Neurodiversity Awareness in the Workplace.
2024/25	£24,188.00	Conference and seminar fees – Neurodiversity in the Workplace. Staff Survey, including focus groups, and output of analysis.

No spend was recorded for the periods 2019/20 and 2020/21.

We would highlight that there are staff working across the Authority's Corporate team and Forensic Services, who undertake activities in relation to EDI as part of their wider role.

Right to Review

If you are dissatisfied with the outcome of your request you can ask for a review within 40 working days. You must specify the reason for your dissatisfaction and submit your request by email to foi@spa.police.uk or by letter to Scottish Police Authority, 1 Pacific Quay, Glasgow, G51 1DZ.

If you remain dissatisfied after review, you can appeal to the Scottish Information Commissioner within six months. You can apply [online](#), by email to enquiries@foi.scot or by letter to Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Commissioner's decision, you can appeal to the Court of Session, only if you think the law has not been applied correctly.

This response will be posted to our [Disclosure Log](#) after seven days.

Yours faithfully

Scottish Police Authority