



LETTER SENT BY EMAIL ONLY

17 March 2025

FOI Ref 2024/25-110

Request

Your request for information dated 20 February 2025 is copied below.

"I am requesting the following information under the Freedom of Information (Scotland) Act 2002:

The total annual expenditure on staff specifically employed in Equality, Diversity, and Inclusion (EDI) roles for each of the past five financial years (2019/20 to 2023/24).

The number of staff employed in Equality, Diversity, and Inclusion (EDI) roles for each of the past five financial years (2019/20 to 2023/24), including both full-time and part-time employees.

A breakdown of the total annual expenditure, including salary costs, benefits, and any other associated costs related to EDI staff."

Response

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

The Authority does not hold the information requested.¹

To explain, there are no staff specifically employed in Equality, Diversity and Inclusion (EDI) roles working for the Authority's Corporate team or Forensic Services.

¹ This represents a notice in terms of Section 17 of the Freedom of Information (Scotland) Act 2002 - Information not held.

We would, however, 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.

You may be interested in a recent FOI response available on our Disclosure Log – [FOI 2024/25-105 - Spend on Equality, Diversity and Inclusion \(EDI\) measures since 2019](#)

We would also note that Police Scotland provides certain services to the Authority, in line with legislation. The services provided by Police Scotland include, for example, contract management, human resources and IT. Where services like this are provided to the Authority, information may be held by Police Scotland rather than the Authority.

Information may be available by contacting Police Scotland at foi@scotland.police.uk and you may wish to refer to [Police Scotland's Disclosure Log](#).

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