



<b>.0FOI REF:</b>	15262
<b>RESPONSE SENT:</b>	20/03/2025

## Request

- 1) The number of roles in your council (expressed in numbers of full-time employees (FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) "Equality, Diversity and Inclusion Officer" (EDI) or "Diversity and Inclusion Project Managers."  
  
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 the council has 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) 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 council 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.

## Response

- 1) The council do not have any FTE that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity; There are no plans to employ further staff in these areas in the next 18 months.
- 2) There has been one mandatory internal training module for all staff – course name 'The importance of Equality, Diversity and Inclusion.' Latest mandatory requirement to complete this course was in January 2025.
- 3) EDI Officer Group – 15 members; EDI Members Forum – 8 members
- 4) The council have not brought in any external contractors to conduct training, advice, or guidance on issues relating to EDI.
- 5) The councils Contract Procedure Rules and Procurement and Contract Management Strategy sets out principles and commitments by which we will conduct our procurement and contract management activity throughout the contract lifecycle. One of the four guiding principles which form the key elements of our approach to procurement and contract management activity is.

*'Fairness – Local Economy, Transparency and Equality and Diversity'*



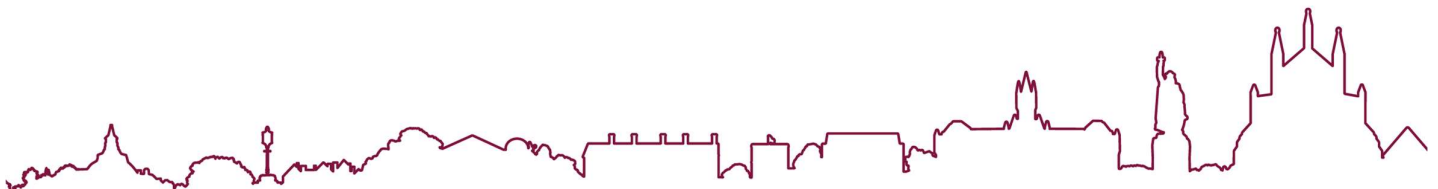
The evaluation criteria are agreed per procurement exercise; we do not have a 'one hat fits all' approach and therefore unable to advise on the relative weighting applied to these considerations. For example, though: our tender templates include a section about business standing and suppliers may be excluded from participating in a procurement on certain grounds. These circumstances may include where they have:

- been convicted of an offence concerning professional misconduct.
- been guilty of grave professional misconduct on a proven basis by the Council.

Additionally, a contract which is tendered based on most advantageous tender, a minimum of 10% to environmental and or social matters will be included in the evaluation criteria.

To note the council also encourages all its suppliers to pay the living wage and this requirement may be evaluated on a pass/ fail basis.

For the purposes of FOI, information about the current value of contracts in which EDI considerations was a part of the procurement process is not held by the Council.





**Winchester**  
City Council

