

Freedom of Information request reference number: 7090.1

Date of response: 14 February 2023

Request:

1. How many staff (as measured by full-time equivalents) do you employ to work on Equality, Diversity and Inclusion (EDI)?
2. What was your spending on Equality, Diversity & Inclusion (EDI) for the financial year 2021/22 and what is the budget for Equality, Diversity and Inclusion (EDI) in the current financial year?
3. What was your spending on Equality, Diversity & Inclusion (EDI) training for the financial year 2021/22 and what is the budget for Equality, Diversity and Inclusion (EDI) training in the current financial year?
4. How many staff working days do you estimate were lost from regular work due to Equality, Diversity & Inclusion (EDI) training for the financial year 2021/22 and what is your estimate of staff working days that will be lost from regular work due to Equality, Diversity and Inclusion (EDI) training during the current financial year?

Response:

Please see my answers to your queries in turn below:

How many staff (as measured by full-time equivalents) do you employ to work on Equality, Diversity and Inclusion (EDI)?

We recently [published a response](#) to a similar FOI request online which provides the information you have requested. This response can be accessed using the following link: <https://www.london-fire.gov.uk/media/7102/foi-response-68571.pdf>

What was your spending on Equality, Diversity & Inclusion (EDI) for the financial year 2021/22 and what is the budget for Equality, Diversity and Inclusion (EDI) in the current financial year?

What was your spending on Equality, Diversity & Inclusion (EDI) training for the financial year 2021/22 and what is the budget for Equality, Diversity and Inclusion (EDI) training in the current financial year?

Our People Services department have confirmed that it is not possible to obtain this information. The LFB do not have a specific budget code to record EDI spending. It's my understanding that each separate department, who had any EDI spend, would submit invoices to the Finance team. We would therefore have to look at all invoices to ascertain if any of these specifically related to EDI.

However, following the Culture Review, People Services were asked to create an Equality, diversity and inclusion Budget Forecast for the 2023/24 to 2025/26 financial years.

The table below shows the total estimated EDI budget forecast for these years:

Financial Year	2023-24	2024-25	2025-26
Total estimated Equality, diversity, and inclusion Budget Forecast	£2,009,494	£1,829,494	£1,849,494

Of the above figures, the table below shows the estimated total for EDI related training (including external training for individuals and internal training for groups, using external suppliers):

Financial Year	2023-24	2024-25	2025-26
Total estimated EDI related training budget	£70,000	£70,000	£70,000

How many staff working days do you estimate were lost from regular work due to Equality, Diversity & Inclusion (EDI) training for the financial year 2021/22

382.11 days

What is your estimate of staff working days that will be lost from regular work due to Equality, Diversity and Inclusion (EDI) training during the current financial year?

3,409.11 days

Please note the following for the day calculations above:

- Time period used for the financial year 2021/22 = 06.04.21 – 05.04.22
- Time period used for the current financial year = 06.04.22 – 05.04.23.
- For the purposes of calculations 1 day = 7 hours.
- Where training is via an online training package, the time of 1hr has been allocated.
- Where training is less than one day, it has been calculated as a percentage of 1 day (7 hours).
- Only delegates who have completed the training are included in the calculation of staff days. Delegates showing as 'in progress', 'Did not complete', 'No show' or 'withdrawn' have been excluded for the purposes of the calculations.

We have dealt with your request under the Freedom of Information Act 2000. For more information about this process please see the guidance we publish about making a request [on our website](#).