



FREEDOM OF INFORMATION REQUEST



Request Number: F-2022-01975

Keyword: Organisational Information HR Employment and Other

Subject: Diversity Champions

Request and Answer:

Your request for information has now been considered. In respect of Section 1(1)(a) of the Act we can confirm that the Police Service of Northern Ireland does hold information to which your request relates. The decision has been taken to disclose the following.

Request 1

Does your department/agency participate in a scheme known as 'Diversity Champions' run either directly through the charity Stonewall, The Rainbow Project or any other third party supplier?

- a. If so, when did you begin participation in this programme?
- b. If not, have you ever participated in this programme?

Answer

The Police Service of Northern Ireland (PSNI) are members of the Diversity Champions Programme with Stonewall.

- a. The PSNI have been a member since 2017.
- b. The PSNI have participated since 2017.

Additionally, the information you request can be located by following the below link;

[\[28/06/20\] Police Service of Northern Ireland reaffirms its commitment to improving diversity and inclusion \(psni.police.uk\)](#)

Request 2

Does your department/agency participate in any scheme(s) other than Diversity Champions, run by Stonewall, The Rainbow Project, Cara Friend?

- a. If so, what are the scheme(s) and which organisations deliver them?

Answer

The PSNI do participate in another scheme other than Diversity Champions.

- a. The PSNI participate in Stonewall's Workplace Equality Index each year.

Request 3

If yes to 1 or 2, how much do you spend annually on these programmes and who is the lead person within your department/agency responsible for their dissemination and implementation.

Answer 3

The PSNI spend £3000 per year on membership of this programme. The Department responsible for the dissemination and implementation is: HR Strategic Lead, Equality Diversity & Inclusion.

If you have any queries regarding your request or the decision please do not hesitate to contact me on 028 9070 0164. When contacting the Corporate Information Branch, please quote the reference number listed at the beginning of this letter.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible or in any case within two months of the date of issue of this letter. In the event that you require a review to be undertaken, you can do so by writing to the Head of Corporate Information Branch, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing foi@psni.pnn.police.uk.

If, following an Internal Review carried out by an independent decision maker, you remain dissatisfied with the handling of your request, you may make a complaint to the Information Commissioner's Office, under Section 50 of the Freedom of Information Act, and ask that they investigate whether the PSNI has complied with the terms of the Freedom of Information Act. You can write to the Information Commissioner at 'Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF', or use the ICO self-service portal available at www.ico.org.uk/make-a-complaint/officialinformation-concerns-report/official-information-concern/

In most circumstances, the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out however, the Commissioner has the option to investigate the matter at their discretion.

Please be advised that PSNI replies under Freedom of Information may be released into the public domain via our website @ www.psni.police.uk

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.