



Information Governance Team

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Dear Sir/Madam

Freedom of Information Act 2000 (FOIA)

Request ID: FOI759115417

Thank you for your request for information relating to Equality, Diversity, and Inclusion Activities and Staffing.

You have requested the following information:

Under the Freedom of Information Act 2000, I request the following aggregate data on diversity, equality, and inclusion (DEI) expenditure. This includes all costs related to fulfilling Equality Act 2010 duties, such as dedicated programs, training, and embedded activities. The purpose is public interest transparency on resource allocation and value for money from council tax-funded spending.

For financial years 2023/24 and 2024/25 (to date):

1. Please provide the total number of Full Time Equivalent (FTE) roles mainly/exclusively focused on DEI, including:

Pay bands or combined total salaries.

	FTE	Combined total salaries
2023/24	2.42	£103,632.31
2024/25	2.42	£111,097.11
2025/26 - to date	2.42	£114,746.57

Plans for new hires in the next 18 months (roles/pay bands).

None.

2. Please provide total staff time committed to DEI activities including: training courses (include the names and durations of any courses and specify whether those courses were internally or externally organised).

We do not hold this information and are advising you as per Section 1(1) of the Act. Almost all of our DEI training is optional hence attendance time is not monitored. To assist, the only mandatory training is for line managers to attend Disability Inclusion training. This is a 90-minute course.

**3. Please provide costs arising from external providers e.g.,
i) Consultants/contractors for DEI training/advice .
ii) Memberships/charters (e.g., Stonewall Diversity Champions).**

Onvero Corporate membership: £9,650(+VAT) for 2025-26

Race Equality Matters membership: £499(+VAT) for 2025-26.

Disability Inclusion training (Contractor): delivery for 2025 is £4,200.

Recruiting for Workforce Diversity training (Contractor): delivery for 2025 is £1,600.

4. Please provide costs of DEI in procurement. How is it included (e.g., weighting in tenders);

EDI is not included in procurement tenders/RFQ currently. However, Coventry City Council has sought to understand the barriers to entry faced by SMEs and has previously made inclusive procurement changes to the Council's Contract Procedure Rules (embedded within the Council's Constitution. These include, but are not limited to:

- Furtherance of the Council's Social Value agenda through increasing the minimum number of competitive tenders and quotations to be sought by Council officers from three (3) to five (5), including expansion - where possible - of number of local suppliers to be invited from two (2) to three (3).
- Stipulation of minimum timescales for below-threshold quote and tender activity to support SME inclusion in Council opportunities.

We are working to understand the diverse make-up of its supply chain (particularly SMEs) and will continue to make efforts to do so.

5. Please provide the overall total DEI spend as well as funding sources (i.e central government grants and local government funds).

The total spend for memberships and disability/recruitment training is £17,978.

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For information, we publish a variety of information such as: [FOI/EIR Disclosure Log](#), [Publication Scheme](#), [Facts about Coventry](#) and [Open Data](#) that you may find of useful if you are looking for

information in the future.

If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: infogov@coventry.gov.uk

If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email icocasework@ico.org.uk.

Please remember to quote the reference number above in your response.

Yours faithfully

Information Governance