



Information Governance Team

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03 August 2026

Dear Sir/Madam

**Freedom of Information Act 2000 (FOIA)
Request ID: FOI859205020**

Thank you for your request for information relating to EDI/DEI training.

You have requested the following information:

Under the Freedom of Information Act 2000, I request the following information relating to Diversity, Equity and Inclusion (DEI), Equality, Diversity and Inclusion (EDI), or similarly named programmes and activities within your council for the last five financial years.

For each financial year, please provide:

1. DEI/EDI Training Expenditure i.e. how much was spent on external organizations providing DEI training

	2022	2023	2024	2025	2026
Unconscious Bias e-learning	N/A	Procured as part of wider Learning package	£550	£550	N/A
Disability Inclusion Training	N/A	£2100	£3000	£4200	£1800
Recruiting for Workforce Diversity	£4125	£15000	£7875	£1600	£1600

2. DEI/EDI Training Content i.e. copies of training materials, presentations, course outlines, learning objectives, handbooks, guidance documents, or other materials used for DEI/EDI training.

The Council offers an e-learning module on Unconscious Bias on its online learning platform and a recording of a webinar on Microaggressions on the Council intranet. Copies of materials provided by training facilitators (Me Learning, Coaching Culture and Strawberry Words) are unable to be shared. This is because their ability to profit from the service they provide would be prejudiced if the training and associated material that they provide to organisations for a fee were to be disclosed to the public through the FOIA.

It is therefore our view that the information is exempt from disclosure under Section 43(2) Commercially Sensitive Information. Section 43(2) exempts information from disclosure where disclosure of that information would, or would be likely to, prejudice the commercial interests of any person (an individual, a company, the public authority itself or any other legal entity).

It is the Council's position that the third-party providers and its own commercial interests would be prejudiced and/or would be likely to be prejudiced by the disclosure of the requested information. Once the information is disclosed this means that it will be in the public domain and it could not only be used by the requester but also any other providers in a similar market.

Arguments in favour of disclosure.

- Promote accountability and transparency for the Council's decisions and in its spending of public money.
- Assist the public to understand and challenge our decisions.
- Enable the public to better scrutinise the public monies spent

Arguments against disclosure.

- There is a public interest in allowing public authorities to withhold information which if disclosed, would reduce providers' ability to compete in a commercial environment.
- The successful providers operate in a competitive market. If prejudicing the commercial interests of the successful providers in the market would distort competition in that market, this would not be

in the public interest.

- Disclosure of information may cause unwarranted reputational damage or loss of confidence in the Council.

Having considered the arguments for and against disclosure, the Council has decided that the public interest in this case is best served by maintaining the exemption under section 43(2) FOIA and by not disclosing the information requested. The decision to withhold the information requested is therefore upheld on the basis that Section 43(2) in relation to commercially sensitive information has been applied correctly.

3. DEI/EDI Staff Positions i.e. list of all roles whose primary responsibility includes DEI, EDI, equality, inclusion, diversity, belonging, positive action, or related functions. Please include an annual salary or salary band.

We can provide the total salary as below:

	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

The supply of information in response to a FOI/EIR request does not confer an automatic right to re use the information. You can use any information supplied for the purposes of private study and non-commercial research without requiring further permission. Similarly, information supplied can also be re used for the purposes of news reporting. An exception to this is photographs. Please contact us if you wish to use the information for any other purpose.

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