

RESPONSE PROVIDED

East Midlands Combined County Authority
Northern Gateway Enterprise Centre
Saltergate
Chesterfield
S40 1UT

31/03/2025

Freedom of Information Request – Ref: FOI 40

1) The number of roles across all components of your operations, directorates and management structures, expressed in numbers of full-time employees (FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. This information should encompass all roles, wherever based.

The HR department at EMCCA do focus on ED&I for all staff, however due to the current size of our organisation, we do not have an exclusive role for this purpose at present.

Roles meeting this description could include (amongst other guises) “Equality, Diversity and Inclusion Officer” (EDI) or “Diversity and Inclusion Project Managers”. Please break down, if possible, the number of roles per component part of your operations.

N/A

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.

N/A

Please also advise if there are 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.

There is nothing currently projected in our budget, however this could change within 18 months given the rate the organisation is currently expanding by.

2) With the same criteria as above, 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.

There is a mandatory ED&I e-learning training course which all staff complete upon starting at EMCCA.

3) Please, if possible, provide details of any internal EDI practices and networks, including the number of individuals who are members of such networks.

N/A

4) Please provide details of any external contractors brought in by the department to conduct training, advice, or guidance on issues relating to EDI. Where applicable this should include costs and associated manhours.

N/A

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.

The procurement team within EMCCA is currently being developed. So far, we have only utilised framework agreements and dynamic purchasing systems, without engaging in formal tender processes. Consequently, we can only use the evaluation criteria advertised in the original framework tender process.

Our first procurement strategy is currently being developed and will be presented to our Senior Leadership Team and Board in due course. As part of this strategy, we will incorporate EDI (Equality, Diversity, and Inclusion) considerations. This will include measures to prevent unlawful discrimination and promote equality of opportunity. Additionally, we will introduce a supplier code of conduct outlining how EMCCA expects suppliers to adhere to our principles, policies, and procedures regarding equalities.

Moving forward, the evaluation of tenders will be considered on a case-by-case basis. A standardised approach for evaluation criteria will be created to address equalities, potentially reflecting local priorities as identified by the Mayor and our Board. As with our recruitment processes, we seek to make our evaluation panels diverse and inclusive, utilising the best spread of experience and diversity of background embedded within each exercise as far as this is possible.

I hope this satisfies your request.

If you are dissatisfied with this decision, you may write to request an internal review. The internal review will be carried out by someone who did not make the original decision, and they will re-assess how the Department handled the original request.

If you wish to request an internal review, please write or send an email to the Information Governance Team within two months of the date of this letter, at the following address:

Information Governance Team
East Midlands Combined County Authority
North Enterprise Gateway
Saltergate
Chesterfield
S40 1UT
e-mail: FOI@eastmidsdevo.org.uk

Please remember to quote the reference number above in any future communications.

If you remain dissatisfied after an internal review decision, you have the right to appeal to the Information Commissioner's Office. You can find further details on how to do this via Information Commissioner's Office website: [FOI and EIR complaints](#) | [ICO](#).

Regards

Information Governance Team

East Midlands Combined County Authority