



Scottish Government Building,
1F North, Victoria Quay
Edinburgh
EH6 6QQ

Email – kltrpolicy@copfs.gov.uk

<http://www.kltr.gov.uk>

Our ref:

Date: 6 October 2022

PRIVATE & CONFIDENTIAL

[REDACTED]

By Email

[REDACTED]

Dear [REDACTED]

I refer to your e-mail of 12 September 2022 in which you requested the following information:-

- a) The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) "EDI officers" or "diversity and inclusion project managers" but would not include general HR managers.*
- b) Either a) the pay band of each of these roles, or b) the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences.*
- c) In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants. (staff days = duration of the training programme multiplied by the number of staff in attendance for the course).*
- d) The contractual cost of any consultants hired, in the past twelve months, to provide any external training or advice on issues of diversity, equality, or inclusivity.*
- e) In the past twelve months, the number of staff days committed to attending conferences relating mainly or exclusively to matters of Equality, Diversity and Inclusion. (duration of conference multiplied by the number of staff in attendance).*
- f) The costs of attending these conferences.*
- g) Membership costs the organisation pays for participation in equality charters such as the Stonewall Equality Champions, or Diversity and Inclusion Workplace champions.*

The KLTR is a small department and our corporate functions are supported by the Crown Office and Procurator Fiscal Service. Under Section 25 of the Freedom of Information (Scotland) Act, our response is covered by the response issued to you by COPFS on 29 September 2022.

If you are dissatisfied with the KLTR response to your FOI request, you have the right to ask us to review it. Your review request should be made within 40 working days of receipt of this letter; please e-mail policy@kltr.gov.uk and we will reply within 20 working days of receipt.

The review will be undertaken by a member of the KLTR FOI unit who was not involved in the original consideration of your request.

Under section 47(1) of FOISA if the KLTR position is unchanged following a review you have the right to appeal to the Scottish Information Commissioner within six months of receiving the review.

Under section 48(c) of FOISA that right of appeal might be limited as it can be subject to what information is requested. It is for the Scottish Information Commissioner to decide if he will accept your appeal on a case by case basis.

Yours sincerely

Susan Macdonald

Senior Policy Advisor

E-mail: policy@kltr.gov.uk