

Chief Constable
Chief Constable Robert Carden
Police Headquarters
Carleton Hall Penrith,
Cumbria
CA10 2AU



5th March 2025

Dear

FREEDOM OF INFORMATION REQUEST – FOI 163/25 – Equality and Diversity

I refer to your request for information which was initially received by Cumbria Constabulary on 4th February 2025 and the clarification to the date period of your request which we received on 17th February 2025. I note you seek access to the following information:

1. *How many equality and diversity posts, uniformed and nonuniformed, are employed in Cumbria Police?*
2. *What is the cost of such posts and any necessary direct admin support?*
3. *How many of these posts are filled by ethnic minority applicants?*
4. *What is the number and cost of external training bodies and courses for equality and diversity training*

Please could you do the year before the latest date, and the two years prior to that?

Your request for information has now been considered and I can confirm that the information you seek is held by Cumbria Constabulary however, I am not obliged to disclose this to you.

Section 17 of the Freedom of Information Act requires a public authority, when refusing to provide the information requested, to provide a notice which: -

- States that fact,
- Specifies the exemption(s) in question and
- States, if it would not otherwise be apparent, why the exemption applies.
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The exemption which applies in this case is Section 21(1) of the Freedom of Information Act – Information Reasonably Accessible by Other Means

This section applies because the information you have requested in is already in the public domain, by virtue of being published within the Cumbria Constabulary's disclosure log for Questions 1, 2 and 3. Information in relation to Question 4 is published within the Cumbria Police Authority Statement of Accounts 2023.

Section 21(1) is an absolute exemption, which means that it is not necessary for me to consider whether the public interest considerations in favour of withholding the information outweigh the considerations in favour of disclosing it to you in response to your request.



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In accordance with Section 17(1) of the Freedom of Information Act this letter acts as a Refusal Notice for your request.

For your convenience, I have provided a link below to where you can access the information request; [Published items - FOI | Cumbria Police Financial Archive 2018 - 2024 - Cumbria PFCC](#)

Whilst every care has been taken in the retrieval of the information provided, please do not hesitate to contact us for clarification, if you do have any issues or queries relating to this data.

Complaint Rights

Your attention is drawn to the attached sheet, which details your right of complaint. I would like to take this opportunity to thank you for your interest in Cumbria Constabulary.



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