



Reference: FOI-517

Request:

For the financial years 2021-2022 and 2022-2023, please provide a breakdown of all council spending on equality, diversity, and unconscious bias training for council staff.

This is to include, for instance, travel and accommodation costs where staff have been sent on such courses.

Please provide this information in the below table:

Spent in financial year 2021-2022 (£)	Amount spent in financial year 2022-23 (£)
2021/22 = £21,158 Breakdown: Understanding Menopause Awareness Supporting colleagues through menopause for managers =£1,750 Supporting colleagues with mental health =£7,200 Corporate Equality & Diversity programme for Managers, Senior leaders, and Colleagues =£12,208 Training delivered on site all costs are inclusive of travel etc	2022/23 = £2737.50 Breakdown: Corporate Equality & Diversity Programme for Managers, Senior Leaders and Colleagues = £2737.50 Training delivered on site all costs are inclusive of travel etc

Spend will vary year on year there are several factors that will inform budget allocation and actual spend. This includes:

- The development needs identified by Directorates – focussed on delivering their Directorate plans and individual learning and development needs.
- Number of new colleagues joining the organisation and those who need to refresh their mandatory training.
- The availability of online learning to meet our needs and need to provide flexible learning options to our colleagues.
- Changes in practice, culture change programmes and legislative, policy and procedure changes.

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