



**NEW  
COLLEGE  
LANARKSHIRE**  
Bringing Education Closer

**New College Lanarkshire**  
1 Enterprise Way, Motherwell ML1 2TX  
Kildonan St, Coatbridge ML5 3LS  
Town Centre, Cumbernauld G67 1HU  
0300 555 80 80 • [info@nclan.ac.uk](mailto:info@nclan.ac.uk) • [www.nclanarkshire.ac.uk](http://www.nclanarkshire.ac.uk)  
**Principal & Chief Executive: Professor Christopher M. Moore**

30/09/2022

By email: [rb995@cam.ac.uk](mailto:rb995@cam.ac.uk)

Dear Rob,

**RE: Freedom of Information Request 457 – Expenditure on equality, diversity, and inclusivity**

Thank you for your information request of 13<sup>th</sup> September 2022 in relation to expenditure on equality, diversity, and inclusivity. Having considered your request and consulted with relevant colleagues our response is now detailed below.

**Your request:**

- 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.

**Our response:**

Please find attached the information you requested in the CSV format you specified. Where an exemption has been applied it is noted on the CSV file.

If you are unhappy at the way in which the College has considered your request, or the decision we have taken with regarding to releasing information, you may request that we review our decision-making processes by writing to Ann Baxter, Deputy Principal at [ann.baxter@nclan.ac.uk](mailto:ann.baxter@nclan.ac.uk). If you remain dissatisfied following a request for an internal review, you are entitled to appeal our decision to the Scottish Information

Commissioner. The Commissioner has launched an online appeals process and the relevant information can be found here: <http://www.itspublicknowledge.info/appeal>.

On receipt of the outcome of any appeal to the Scottish Information Commissioner, a further appeal against the decision of the Commissioner may be made (on points of law only) to the Court of Session, under Section 56 of the Freedom of Information (Scotland) Act 2002.

If you have any questions, please do not hesitate to contact me by emailing [foi@nclan.ac.uk](mailto:foi@nclan.ac.uk).

Yours sincerely

Freedom of Information Office

**New College Lanarkshire**