

## FOI Request - Spend on Equality Diversity and Inclusion – 101003739297

### Q1 How much has your organisation spent on measures relating to Equality, Diversity and Inclusion in each year since 2019-20?

**Response:** Equality, Diversity and Inclusion is embedded differently across different services depending on their staff requirements and service delivery requirements. This makes it difficult to quantify total corporate spend. Information that is not held falls under Section 17 of the Freedom of Information (Scotland) Act 2002 - Information not held.

### Q2 In relation to Q1, please provide as much information on what this money has been spent on?

**Response:** Information on Equality and Diversity Staff is published and available on the Moray Council website. This information is therefore exempt under section 25 of the Freedom of Information (Scotland) Act 2002, information otherwise accessible. For ease of reference please find a link to the web page here:

[http://www.moray.gov.uk/moray\\_standard/page\\_160501.html](http://www.moray.gov.uk/moray_standard/page_160501.html)

### Interpretation & Translation Costs

Moray Council Interpretation Costs 2019 to 31 March 2025		
Year	Cost	Notes
2019-20	£17,605.57	
2020-21	£16,663.84	
2021-22	£13,394.07	
2022-23	£13,530.66	
2023-24	£40,876.76	Increase can be largely attributed to Home Office Afghan and Ukrainian Resettlement Schemes
2024-25	£22,628.14	
TOTAL	£124,699.04	

Transportation – Accessibility / Inclusion	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Car park lining - Parent & Child and Disabled	£407.52	£0.00	£1,206.72	£0.00	£3,415.94	£2,410.93
Disabled parking places new,	£11,572.68	£12,692.05	£15,266.08	£13,471.16	£26,145.56	£23,208.60

removal, refresh and signage						
<b>Dropped kerbs</b>	£42,394.41	£2,797.70	£66,925.66	£44,139.98	£35,081.08	£26,702.98
<b>Total</b>	£54,374.61	£15,489.75	£83,398.46	£57,611.14	£64,642.58	£52,322.51

**Environmental & Commercial** - Includes costs for accessible and inclusive play park equipment as well as levelling / surfacing in play areas to improve accessibility across Moray for children with disabilities and additional support needs

Year	Total
<b>2019/20</b>	£ <b>23,430.90</b>
<b>2020/21</b>	£ <b>61,102.00</b>
<b>2021/22</b>	£ -
<b>2022/23</b>	£ <b>126,945.19</b>
<b>2023/24</b>	£ <b>83,016.97</b>
<b>2024/25</b>	£ <b>178,071.97</b>
<b>Total</b>	£ <b>472,567.03</b>

## Training

Moray Council provides the following online courses available to all staff which cover ED&I. Equalities training is provided for via an eLearning module which is a core module for all staff. Costs for delivery are contained with service budgets and are not additional costs to the service:

An Introduction to Equalities, Diversity, and Inclusion as well as Skills 4 Change which covers Integrated Impact Assessments (IIAs,) Interview Skills and Health at Work

Moray Council's individual Services organise their own Service specific ED&I training that is more tailored to their own staff /service. Examples of this is Housing Service training as follows:

Equality and Human Rights in Housing and Homelessness (by Shelter Scotland), Sexuality, gender identity and homelessness in Scotland (by Centre for Homelessness), Impact Human Rights Bill (by Homeless Network Scotland). The costs for these are absorbed within Service budgets.