

FOI DOF/2025-0014

Request

I am making this request under the Freedom of Information Act.

I have contacted each department individually, so I am only seeking info pertaining training within DoF.

1. Can you please confirm the total amount of money the department has spent on Diversity, Equality and Inclusion (DEI) training courses in the following years;
 - Can you please confirm the total amount of money the department has spent on Diversity, Equality and Inclusion (DEI) training courses in the following years;
 - 2019/20
 - 2020/21
 - 2021/22
 - 2022/23
 - 2023/24 (to date)
2. Can you please specify what DEI training the money relates to?
3. Can you please confirm the total amount of money the department has spent any and all other Diversity, Equality and Inclusion initiatives in the following years;
 - 2019/20
 - 2020/21
 - 2021/22
 - 2022/23
 - 2023/24 (to date)
4. Can you please list what DEI initiatives the money relates to?

DoF Response

I can confirm the department holds the information requested.

Questions 1 and 2:

The total amount of money, broken down by training spend, incurred by the Department from 2019/20 to 2023/24 is set out in Table 1 below. This spend includes development costs for learning interventions developed and delivered by the Department for all Northern Ireland Civil Service (NICS) staff, given the Department's responsibility for NICS people policies.

Table 1: Department of Finance DEI Training: Spend 2019/20 – 2024/date		
Fiscal Year	Training	Sum of Net Amount
2019/20	Delivery of Harassment Contact Officer training sessions x 2*	£1,490.00
	LGBT Leadership Programme x 2*	£2,890.00
	Total	£4,380.00
2020/21	Equality & Diversity Essentials*	£5,500.00
	NICS Black History Month Webinars*	£2,000.00
	Development costs - NICS Racial Equality e-learning product*	£11,583.00
	Total	£19,083.00
2021/22	Licencing costs: LGBTQ+ and Trans and Non-Binary inclusion e-learning products x4 *	£15,000.00
	Development costs - NICS Racial Equality e-learning product*	£1,287.00
	NICS Black History Month Webinars and Cultural Competence Webinars*	£3,900.00
	Safe Place Advocate Training*	£2,100.00
	Development costs Supporting Autistic People e-learning product*	£10,230.00
	Total	£32,517.00
2022/23	Licencing costs: LGBTQ+ and Trans and Non-Binary inclusion e-learning products x4 *	£16,050.00
	Development costs: LGBTQ+ and Trans and Non-Binary inclusion e-learning products x4 *	£9,000.00
	Delivery of Harassment Contact Officer training sessions x 2*	£1,450.00
	Development costs: Introduction to Diversity and Inclusion e-learning product*	£6,600.00
	JAM Card Training*	£4,000.00
	LGBTQ Awareness Training*	£600.00
	NICS Black History Month Webinars*	£1,700.00
	Reasonable Adjustments for Disabilities	£195.00
	Safe Place Advocate Training*	£1,050.00
	Total	£40,645.00
2023/24	Included Leadership Training: Senior Management Team training	£2,656.84
	Inclusive Leadership Training: NICS Diversity Champion Network*	£5,439.39
	NICS Black History Month Webinars*	£1,700.00
	Licence fees for LGBTQ+ Inclusion and Trans & Non-Binary Inclusion e-learning packages*	£10,246.00
	Safe Place Advocate Training*	£1,050.00
Total	£21,091.23	

*Note some of the listed training whilst paid by DoF relates to attendees from across the NICS and /or training for the NICS as a whole.

Questions 3 and 4

The total amount of money spent by the department, and the DEI initiatives this relates to, between 2019/20 to 2024/25 is set out in Table 2 below. This spend includes costs to support NICS staff networks; outreach activity and Equality Charter/memberships delivered by the Department for all of the NICS.

Table 2: Department of Finance DEI Initiatives: Spend 2019/20 – 2024/date		
Fiscal Year	Initiative	Sum of Net Amount
2019/20	Equality Charters/Memberships	£12,495.00
	Outreach activity	£13,476.94
	Staff Network event(s)	£680.93
	Workshop	£2,429.16
	2019/20 Total	£29,082.03
2020/21	Equality Charters/Memberships	£12,495.00
	Outreach activity	£1,120.00
	2020/21 Total	£13,615.00
2021/22	Equality Charters/Memberships	£12,495.00
	Outreach activity	£1,120.00
	2021/22 Total	£13,615.00
2022/23	Equality Charters/Memberships	20,785.00
	Outreach activity	£9,405.62
	Staff Network event(s)	£146.25
	2022/23 Total	£30,336.87
2023/24	Equality Charters/Memberships	£7,875.00
	Outreach activity	£7,108.37
	Staff Network event(s)	£375.00
	2023/24 Total	£15,358.37
2024/25	Equality Charters/Memberships	£13,970.00
	Outreach activity	£1,921.16
	Staff Network event(s)	£277.33
	2024/25 Total	£16,168.49