

**HOUSE OF LORDS**  
**APPOINTMENTS COMMISSION**  
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Internet: <http://lordsappointments.independent.gov.uk>  
E-mail: [enquiry@lordsappointments.gov.uk](mailto:enquiry@lordsappointments.gov.uk)

**Ref: HOLAC FOI 2025/5**

24 March 2025

By email: [REDACTED]

Dear [REDACTED]

### **FREEDOM OF INFORMATION ACT REQUEST**

I am replying to your Freedom of Information request, which the House of Lords Appointments Commission (The Commission) received on 28 February 2025.

You requested:

*1) The number of roles across all components of the organisation, expressed in numbers of full-time employees (FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. This information should encompass all staff employed by the organisation, regardless of their geographical location.*

*Roles meeting this description could include (amongst other guises) "Equality, Diversity and Inclusion Officer" (EDI) or "Diversity and Inclusion Project Managers". Please break down, if possible, the number of roles per component part of the department's operations.*

*For all roles meeting this description, please also provide, in order of preference, either a) the salary of these roles, b) the pay band of these roles, or c) the combined total salary of these roles. Please provide the information that is most in accordance with your data processing practices.*

*Please also advise if the organisation has any plans to hire further staff in these areas within the next 18 months, and the roles/pay bands that they are likely to occupy.*

*2) With the same criteria as above, please provide the number of internal training courses attended by staff which pertain to the issues encompassed by equality, diversity or inclusivity. Please include the name of the courses, the number of attendees, and the duration of the course.*

*3) Please, if possible, provide details of any internal EDI practices and networks, including the number of individuals who are members of such networks.*

*4) Please provide details of any external contractors brought in by the organisation to conduct training, advice, or guidance on issues relating to EDI. Where applicable this should include costs and associated manhours.*

*5) Please provide details of how equality, diversity and inclusivity is included in your procurement practices, the relative weight afforded to these considerations, and the current value of contracts in which EDI considerations was a part of the procurement process.*

Your request has been dealt with under the Freedom of Information Act 2000 (the Act) and following a search of our paper and electronic records, I have established that HOLAC does not hold the information you requested.

HOLAC is an Arms Length Body which is staffed by the Cabinet Office. It does not directly employ staff, and therefore does not hold any data on staff, including details about their roles, contracts or any training courses they may have attended. Any requests relating to HOLAC staffing or procurement would be more appropriately directed to the Cabinet Office Freedom of Information team at [foi-team@cabinetoffice.gov.uk](mailto:foi-team@cabinetoffice.gov.uk).

If you are unhappy with this response to your request, you may write to the Secretary to the Commission to ask for an internal review by another person not involved with this request. Please note that we will not normally accept an application for internal review if it is received more than two months after the date that the reply was issued.

If you are not content with the outcome of your internal review, you may apply directly to the Information Commissioner for a decision.

Generally, the Commissioner cannot make a decision unless you have exhausted the complaints procedure provided by the Commission.

The Information Commissioner can be contacted at:

The Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
SK9 5AF

Yours sincerely,

**Secretariat to the House of Lords Appointments Commission**