

260203 (216) FOI Diversity and Inclusion

From: Freedom of Information <foi@sose.scot>

Sent: 03 February 2026 17:27

To: [REDACTED]

Cc: Freedom of Information <foi@sose.scot>

Subject: Freedom of Information Request

Dear [REDACTED]

Thank you for your Freedom of Information request of 20 January 2026. We are responding to you under the Freedom of Information (Scotland) Act 2002 [FOISA].

FOI REQUEST (20 January 2026)

1. The number of employees in your organisation with any of the phrase's "diversity", "inclusion", "equality" or "equity" in their job title in the financial years 2021-22, 2022-23, 2023-24, 2024-25 and 2025-26 to date. Please also provide the salaries paid to them in each of these financial years, and a list of the relevant job titles.
2. The total number of staff suspended with pay by your organisation, and the cost of paying their salaries while suspended with pay, in the financial years 2021-22, 2022-23, 2023-24, 2024-25 and 2025-26 to date.
3. The total amount of money spent by your organisation on overtime payments in the financial years 2021-22, 2022-23, 2023-24, 2024-25 and 2025-26 to date.

RESPONSE

No	Question	21/22	22/23	23/24	24/25	25/26 *
1	The number of employees with any of the phrase's "diversity", "inclusion", "equality" or "equity" in their job title. Salaries paid, and a list of the relevant job titles.	£46,622	£67,882	£75,591	£81,889	£73,191
SOSE has had one employee - "Fair Work and Equalities Manager" from 21/22 to date.						
2	The total number of staff suspended with pay, and the cost of paying their salaries while suspended with pay.	Nil	Nil	Nil	Nil	Nil
3	The total amount of money spent on overtime payments.	£1,056	£5,572	£8,186	£822	£783

* Figures supplied are up to 2 February 2026.

You have the right to request a review of the way in which this request has been processed. Should you wish to exercise this right, you will need to contact us within 40 working days of receipt of this email.

If you remain dissatisfied on completion of the review, you have the right to appeal to the Office of the Scottish Information Commissioner and thereafter to the Court of Session on a point of law only:

Scottish Information Commissioner

Kinburn Castle
Doubledykes Road
St Andrews
Fife
KY16 9DS
Telephone: 01334 464610

www.foi.scot

or for online appeals:

www.foi.scot/appeal

Regards,
SOSE Corporate Governance
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