



Sent by email: [REDACTED]

11 June 2026

Dear [REDACTED],

Freedom of Information request: FOI2026/00293

Thank you for your Freedom of Information request received on the 8 April in which you requested the following:

Your request:

I am making a request under the Freedom of Information Act 2000 regarding the training frameworks and Public Sector Equality Duty (PSED) compliance standards for senior leadership across UK Research and Innovation (UKRI).

To assist with a review of public sector institutional standards, please provide the requested information subdivided by financial year (April to March) for the period 1 April 2018 to 31 July 2022. Please further subdivide the data by the UKRI Corporate Hub and each of the nine constituent research councils (AHRC, BBSRC, EPSRC, ESRC, Innovate UK, MRC, NERC, Research England, and STFC).

Definition of Senior Leadership (The "Target Cohort"):

For the purposes of this request, "Senior Leadership" refers to individuals holding roles at Senior Grade Band X or Band Y (official equivalents to Senior Civil Service grades SCS1, SCS2, and SCS3). This includes, but is not limited to, Executive Chairs, Chief Operating Officers (COOs), Chief Finance Officers (CFOs), Directors, and members of a Council's Senior Executive Team (SET).

Request 1: Executive Training on Statutory Duties (Equality Act & PSED) For each year and each council, please provide:

- a) *The number of individuals in the "Target Cohort" who completed dedicated training on the Equality Act 2010 and the Public Sector Equality Duty (s.149).*
- b) *Whether this training was a mandatory requirement for these senior roles.*
- c) *The duration and a summary of the syllabus for these sessions.*

Request 2: Neurodiversity Management Standards For each year and each council, please provide:

- a) *Details of specialized training delivered to the "Target Cohort" regarding the management of employees with neurodiversity (specifically Autism Spectrum Disorder, ADHD, and Dyslexia).*
- b) *The duration and syllabus of such training, specifically clarifying if these sessions were designed to meet the "detailed training" standard for senior management as defined in paragraph 18.19 of the EHRC Employment Statutory Code of Practice.*

Our response

I can confirm that UK Research and Innovation (UKRI) does hold some information relevant to your request. Please see the information below.

Request 1: "Executive Training on Statutory Duties (Equality Act & PSED) For each year and each council, please provide:"

- a) *The number of individuals in the "Target Cohort" who completed dedicated training on the Equality Act 2010 and the Public Sector Equality Duty (s.149).*

UKRI launched a mandatory Equality, Diversity and Inclusion (EDI) Fundamentals e-learning module for all staff on 27 January 2022. This training was required for all UKRI employees, including the cohort referenced in your request. The module included content on the Equality Act 2010 and the Public Sector Equality Duty (section 149). In relation to completion rates for the EDI Fundamentals e-learning module, UKRI holds some limited central information at an aggregate level. More detailed records are held within individual employees' personal learning accounts. Where individuals have since left UKRI, their learning records for the relevant period may no longer be retained.

To provide the information you have requested, it would be necessary to identify and collate individual training records for each senior leader across UKRI, including all councils. This would involve:

- Extracting training data from multiple systems and organisational areas;
- Identifying all individuals who met the definition of "senior leader" and reconciling records to determine who held relevant roles at different points over a period of approximately four years.

Due to the disaggregated nature of this information, we estimate that it would take in excess of 18 hours to locate, retrieve, and compile the data. As such, Section 12 of the Freedom of Information Act 2000 (cost of compliance exceeds appropriate limit) is engaged. If you would like to refine your request by asking us to review a shorter time period we could investigate whether this would fall within the cost limit.

- b) *Whether this training was a mandatory requirement for these senior roles.*

From January 2022, the EDI Fundamentals e-learning training was mandatory for all UKRI Employees.

- c) *The duration and a summary of the syllabus for these sessions.*

UKRI does not hold copies of the syllabus or detailed learning objectives for the individual training course modules for this period of time. During this period training was managed over multiple platforms.

We can confirm UKRI centrally implemented the following training modules during the period requested:

- Facilitated course 'Equality and Diversity Awareness' was held within UKRI between 1 April 2018 and late 2019.
- Equality Impact Assessment training between 2019-22, and an Equality Impact Assessment e-learning module available to all staff from March 2024.
- From 27 January 2022, UKRI required all employees, including senior leadership, to complete a mandatory EDI Fundamentals e-learning module. (Approximate estimation of 30 minutes to complete module)

At a council level:

- The Natural Environment Research Council (NERC) conducted voluntary neurodiversity training courses, 8 sessions were held between September and December of 2021 (Approximately 1-2 hour sessions) more information about these sessions is available on our [UKRI disclosure log](#)¹

While additional training modules may have been delivered at an individual council level, we are unable to target the specific cohort requested.

Request 2: *"Neurodiversity Management Standards For each year and each council, please provide:"*

- a) *"Details of specialized training delivered to the "Target Cohort" regarding the management of employees with neurodiversity (specifically Autism Spectrum Disorder, ADHD, and Dyslexia)".*

As explained in answer to request 1 we are unable to centrally search for this information during this time frame by role titles and job bands.

¹ [FOI2026/00162: NERC Senior Leadership Training Framework - Disclosure log](#)

- b) *The duration and syllabus of such training, specifically clarifying if these sessions were designed to meet the "detailed training" standard for senior management as defined in paragraph 18.19 of the EHRC Employment Statutory Code of Practice.*

We have provided some information around neurodivergent training provided to NERC in Request 1, Part C, these sessions were estimated to take between 1-2 hours to complete and were voluntary.

To the extent that your request asks whether UKRI's training meets a particular standard set out in the EHRC Employment Statutory Code of Practice, this would require an evaluative judgement rather than the disclosure of recorded information, and the Freedom of Information Act 2000 does not oblige public authorities to provide opinions or assessments.

Your rights

If you have any queries regarding our response please do let us know. If you are dissatisfied with the handling of your request, you have the right to ask for an internal review, explaining which elements of this decision you disagree with and why. Internal review requests should be submitted within 40 working days of the date of our response and should be addressed to:

Head of Information Governance


Email: foi@ukri.org

Please quote the reference number above in any future communications.

If you are still not content with the outcome of the internal review, you may apply to refer the matter to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the review procedure provided by UKRI. The Information Commissioner can be contacted at: www.ico.org.uk.

If you wish to raise a complaint regarding the service you have received or the conduct of any UKRI staff in relation to your request, please see [UKRI's complaints procedure](#)².

Yours sincerely,


Information Governance
Information Rights Team
UK Research and Innovation
foi@ukri.org | dataprotection@ukri.org

² <https://www.ukri.org/who-we-are/contact-us/make-a-complaint/#skipnav-target>