

Freedom of Information Officer
foi@environmentalstandards.scot
0808 1964000

[@gmail.com](#)

05 February 2026

Dear

Response to information request – full disclosure – ESS.IR.030

I am writing in response to your email of 20 January 2026, requesting information under the Freedom of Information (Scotland) Act 2002 (FOISA). The information you requested is as follows:

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.

Our response

1. Environmental Standards Scotland (ESS) has had no employees with the terms referenced in question one within their job titles.
2. No staff at ESS have been suspended with pay during the period specified.
3. The amount ESS has paid in overtime payments in each financial year is shown below:

2021 – 22: £0

2022 – 23: £593.72

2023 – 24: £0

2024 – 25: £359.80

2025 – 26: £1746.56

2026 – 27: £0 year to date

Right to seek a review

While we believe we have complied with your information request in full, if you are unhappy with this response to your request under FOISA, you may ask us to carry out an internal review of the response by writing to:

Mark Roberts
Chief Executive Officer
Environmental Standards Scotland
Thistle House
91 Haymarket Terrace Edinburgh
EH12 5HD
Email: foi@environmentalstandards.scot

Your review request should explain why you are dissatisfied with this response, and should be made within 40 working days from the date when you received this letter.

We will issue a full response to your request for review within 20 working days of receiving it.

Yours sincerely,



Freedom of Information Officer
Environmental Standards Scotland