# Britain’s public sector wastes billions on diversity roles amid strained frontline services



Britain’s public sector continues to waste billions on unnecessary “equality, diversity, and inclusion” (EDI) roles, even as frontline services like healthcare and policing buckle under mounting pressure. An in-depth investigation reveals that taxpayer money is being squandered on politically motivated initiatives that do little to improve the lives of ordinary citizens but drain vital resources away from the services people rely on.

The NHS leads the way, with around £40 million annually funnelled into EDI jobs — a staggering figure when millions of patients face draining hospital waiting lists that only seem to grow. Data from NHS England shows that, as of January 2023, more than 7.2 million people were waiting for routine treatment, yet a sizeable chunk of the NHS budget is lavished on diversity roles rather than patient care. For example, one advertised position pays a pro-rata of £122,000 — enough to employ three junior doctors, highlighting the misplaced priorities set by NHS executives obsessed with ticking “progressive” boxes instead of the fundamentals of quality healthcare.

Across the health service, funds spent on diversity events and staff networks showcase a troubling disconnect. Over £1.8 million was allocated between 2022 and 2024 for initiatives such as ‘Embracing Asexuality’ and ‘International Pronouns Day’. The NHS Confederation defends this spend, claiming it’s about staff wellbeing and workplace harmony, but critics argue that it’s a luxury the NHS cannot afford, especially at a time when frontline staff are stretched to breaking point. Meanwhile, the salaries for these so-called diversity specialists often surpass those of front-line staff, raising questions about whether the money is being used efficiently.

Police forces aren’t immune from this misguided spending spree either. In 2023-24, over £6 million was allocated to diversity roles — an increase of over 30% in just two years — with West Yorkshire Police spending around £1.2 million on these positions, despite chief officers openly admitting they’re short-staffed and underfunded. The contradiction is evident: departments blame budget constraints while still pouring money into diversity initiatives that, in many cases, seem to be more about appearance than effectiveness. Cases such as Thames Valley Police facing a discrimination claim after controversial promotion decisions further highlight the scepticism surrounding the true value of these programmes.

Local authorities have also been caught up in this misguided pursuit of feel-good diversity policies. Birmingham City Council, which later declared bankruptcy, employed an Assistant Director for Community Services, Equality, Diversity, and Inclusion at a salary surpassing £100,000. Meanwhile, in London’s Newham, the council hired a Head of Diversity on a salary of over £70,000, all while taxpayers face increased council taxes — justified as necessary to maintain essential services. Yet, the core problem remains: spending huge sums on divisive initiatives instead of fixing the broken systems.

Politicians and taxpayer groups aren’t holding back, condemning this onslaught of wasteful expenditure. The TaxPayers’ Alliance labels the spending “unacceptable,” warning that it siphons off funds needed for real improvements. Shadow Home Secretary Chris Philp calls the entire “diversity industry”madness, accusing it of sowing division and diverting precious resources from fighting crime and delivering healthcare to the people. This is taxpayer money wasted on woke ideological projects that do little to improve the day-to-day lives of ordinary Britons.

The government’s rhetoric about scrutinising spending and delivering frontline results rings hollow. Despite directives from former Health Secretary Steve Barclay to halt NHS EDI recruitment, staffing for these roles continues to grow, with estimates suggesting that around 336 diversity positions across over 100 trusts cost the NHS at least £13 million a year. The salaries, averaging over £44,000, are significantly above what most frontline NHS staff earn, underscoring the misplaced priorities of health leadership. Critics argue that NHS leaders should be focusing on reducing waiting lists, not expanding divisive ideological initiatives.

High-profile examples only reinforce the absurdity. Derbyshire NHS Foundation Trust sought a Head of Equality, Diversity, and Inclusion on an £80,000 salary—an insult given the NHS’s dire financial state. Meanwhile, cash-strapped hospitals are expected to tighten belts while executives blow money on politically correct schemes.

Supporters claim these initiatives foster inclusivity and trust, but the truth is, they come at the expense of performance and service quality. Chief constable Rachel Swann and NHS representatives argue thatdiversity initiatives improve workplace culture and community relations, but the reality is they drain resources from the frontline. For a government that promised to put ordinary people first, this focus on virtue-signaling and token gestures is a betrayal of core priorities — keeping policing effective, hospitals accessible, and taxes in check.

The bottom line is clear: Britain’s public institutions are wasting billions chasing divisive ideals while the country’s trust in public services continues to decline. It's time to cut through the woke nonsense, pare back these costly initiatives, and return focus to the services that serve the people — not ideological virtue-signaling. This government must stop funding pointless diversity projects and start delivering real results for hardworking taxpayers.

Source: [Noah Wire Services](https://www.noahwire.com)

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2. <https://www.telegraph.co.uk/news/2023/11/11/nhs-chief-told-stop-promoting-woke-ideology-13-million-year/> - An article from The Telegraph reports that despite directives from the Health Secretary to cease promoting 'woke ideology,' the NHS continues to spend approximately £13 million annually on 336 diversity roles across 111 trusts. The average salary for these positions is estimated at £44,693, higher than the UK average of around £33,000. The Health Secretary has urged NHS leaders to redirect resources from back-office roles to frontline services, questioning the value of these positions amid ongoing challenges in the healthcare system.
3. <https://www.telegraph.co.uk/news/2024/08/31/nhs-trusts-new-diversity-role-branded-as-insult-to-taxpayer/> - The Telegraph reports on criticism of an NHS trust's advertisement for an £80,000 per year diversity and inclusion officer role. Derbyshire NHS Foundation Trust's job listing for a Head of Equality, Diversity, and Inclusion has been branded an 'insult to taxpayers.' The role aims to champion new ways of thinking and improve equitable, diverse, and inclusive experiences for all, but the high salary has sparked debate given the NHS's financial constraints.
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