

Request:	Request for Information on Senior Remuneration, EDI Expenditure, Organisational Spending, and Budgetary Pressures		
Ref:	ELIR00435		
Received:	01.04.25		
Responded:	21.04.25	Working Days to Respond:	13

Request

I am writing to request the disclosure of information under the Freedom of Information (Scotland) Act 2002 (“FOISA”) relating to remuneration, equality-related expenditure, and budgetary context for the most recent full financial year (e.g. 2022/23 or 2023/24, if concluded).

I appreciate that some of the information requested may be recorded across multiple departments or formats. If any clarification or prioritisation is necessary to assist in responding within the statutory cost limits, I would be grateful for early notice in accordance with your duty under section 15 of FOISA (“Duty to Advise and Assist”).

I respectfully request the following:

1. Top Remuneration

Please provide a list of the 10 highest remunerated individuals employed by your organisation. For each individual, please include:

Job title or position (not personal names) Gross annual salary Employer pension contributions Any additional benefits or allowances (e.g. car, housing, relocation) Performance-related pay or bonus (if applicable) Total cost to the organisation for that employee (salary + pension + benefits) If this information is already published (e.g. in annual accounts or a remuneration report), a link or reference to the specific section would be appreciated.

2. Equality, Diversity & Inclusion (EDI) Expenditure

For the same period, please provide the total expenditure incurred for EDI-related activity, including (where available):

Staffing costs for roles wholly or primarily related to EDI (please include job titles and FTE headcount) External consultants, trainers, or facilitators engaged to deliver EDI programmes Costs of internal EDI communications, campaigns, or events Memberships, subscriptions, or benchmarking schemes related to EDI (e.g.

Stonewall Diversity Champions) If figures are not held centrally or itemised in this way, please provide what is reasonably available and explain any limitations.

3. Ancillary Expenditure

Please provide total organisational spending in the following non-core or ancillary categories (if applicable):

Staff engagement activities, including away days, retreats, or team-building events
Payments to external PR, communications, or “reputation management” firms
Costs associated with corporate rebranding (logos, signage, visual identity updates)
Spending on aesthetic or non-essential enhancements to office/premises (e.g. artwork, décor)
Expenditure on environmental/climate sustainability programmes, staff or projects
This information is requested for transparency around wider organisational resource allocation. If estimates or summarised totals are more practical, please indicate accordingly.

4. Budget Pressures and Funding Gaps

Please disclose any formally identified or publicly reported:

Budget deficits, “black holes”, or forecast funding gaps during the financial year
Actions taken or proposed to address shortfalls (e.g. recruitment freezes, service reductions, efficiency savings)
Any overspends, with amounts, departments affected, and mitigation measures
Any additional financial support requested or received from central government or other funding bodies due to budgetary pressures
If this information has been presented in board papers, audit committee minutes, or budget reports, links or attachments to those documents would be acceptable.

Final Notes:

If responding to any part of this request would breach cost limits, I am happy to refine or reduce the scope in consultation with you.

If any requested information is already publicly available, please provide links or directions to access it.

I would prefer the response in a machine-readable format (e.g. Excel, CSV, or searchable PDF).

Thank you for your time and assistance. I look forward to your response within the statutory 20 working days.

Response

Legislation:	Freedom of Information (Scotland) Act 2002		
Category of response:	Partial Release of Information		
Exemptions applied:	FOISA Section 38 Personal Information Section 25 Information Already Accessible		
Received:	01.04.25	Responded:	21.04.25

Your request has been processed and considered under the terms of the Freedom of Information (Scotland) Act 2002 (FOISA).

Unfortunately, Edinburgh Leisure is only able to meet part of your request; this information is released to you now in the format requested.

Question 1

Partial Release of Information

Question 1: Top Remuneration

Please provide a list of the 10 highest remunerated individuals employed by your organisation. For each individual, please include:

Job title or position (not personal names) Gross annual salary Employer pension contributions Any additional benefits or allowances (e.g. car, housing, relocation) Performance-related pay or bonus (if applicable) Total cost to the organisation for that employee (salary + pension + benefits) If this information is already published (e.g. in annual accounts or a remuneration report), a link or reference to the specific section would be appreciated.

Response:	Partial Release of Information Withheld under Section 38 Personal Information Withheld under Section 25 Information Already Accessible
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Section 25 - Information otherwise accessible.

Under the terms of the legislation, a request for information can be refused where one or more exemptions listed in the legislation apply. In this instance, Edinburgh Leisure is applying the following exemption(s) to the information that you have requested: **Section 25 - Information otherwise accessible.**

Some of the information requested is publicly available in our annual accounts which are available to be viewed at Companies House and is therefore exempt information under section 25 (1) of the Freedom of Information (Scotland) Act 2002 (FOISA) as information that is otherwise accessible.

However, to assist you in finding the information I have included links and page numbers to the appropriate website.

Link:	EDINBURGH LEISURE filing history - Find and update company information - GOV.UK
Page:	25

The snip below is in the annual accounts for 2024 which can be viewed on Companies House website. I have added the link to company house above and below (the snip is taken from page 25 of the report).

Employees receiving salaries, plus benefits in kind, of more than £60,000 were in the following bands:		
	2024	2023
	Number	Number
£110,000 - £119,999	1	1
£80,000 - £89,999	2	0
£70,000 - £79,999	3	5
£60,000 - £69,999	1	0
The total contributions to defined benefit pension schemes for the staff within the above bands is £36,000 (2023: £41,000) and to defined contribution pension schemes is £10,000 (2023: £7,000).		
No member of the Board received remuneration from Edinburgh Leisure other than Directors indemnity insurance. Travel expenses were claimed by one Board member in the year to the value of £133 (2023: £92).		

<https://find-and-update.company-information.service.gov.uk/company/SC179259/filing-history>

[Find and update company information - GOV.UK](https://find-and-update.company-information.service.gov.uk)

EDINBURGH LEISURE - Free company information from Companies House including registered office address, filing history, accounts, annual return, officers, charges, business activity
find-and-update.company-information.service.gov.uk

Edinburgh Leisure Head Office
 Meadowbank Sports Centre
 London Road
 Edinburgh
 EH7 6AE
 Email: foi@edinburghleisure.co.uk
[Edinburghleisure.co.uk](https://edinburghleisure.co.uk)

Registered Scottish Charity No: SC027450
 VAT Reg: 703 762 349 Company Reg: 179259

Edinburgh Leisure
 The Biggest Club in Town

I can confirm that that we do not pay additional benefits of allowances, nor do we have performance related pay or bonuses. You can also see this information in our gender pay report <https://www.edinburghleisure.co.uk/freedom-of-information/> as this confirms we don't pay bonuses.

Please see Appendix 1 for our Refusal Notice.

Section 38 (1)(b) Personal Information

Under the terms of the legislation, a request for information can be refused where one or more exemptions listed in the legislation apply. In this instance, Edinburgh Leisure is applying the following exemption(s) to the information that you have requested: **Section 38 (1)(b) Personal Information**

We do endeavour to provide information whenever possible. However, in this instance an exemption under section 38(1)(b) (personal information) of FOISA applies to some of the information requested. We are withholding the information as requested as the release of the job title and salary information would make individual people identifiable.

This exemption applies because the information is personal data of individuals and disclosing it would contravene the data protection principles in Chapter 2 of the Data Protection Act 2018 and Article 5 of the UK GDPR.

Please see Appendix 2 for our Refusal Notice.

Question 2

Release of Information

Question 2: Equality, Diversity & Inclusion (EDI) Expenditure For the same period, please provide the total expenditure incurred for EDI-related activity, including (where available):

Staffing costs for roles wholly or primarily related to EDI (please include job titles and FTE headcount) External consultants, trainers, or facilitators engaged to deliver EDI programmes Costs of internal EDI communications, campaigns, or events Memberships, subscriptions, or benchmarking schemes related to EDI (e.g. Stonewall Diversity Champions) If figures are not held centrally or itemised in this way, please provide what is reasonably available and explain any limitations.

Response:

Release of Information

For the financial year of 2023/24, the staffing costs for our two full time Active Communities Development Officers (Equalities) amounted to £70,307. For the subsequent year 2024/25, these costs were £74,907.

These roles are crucial in our mission to support people who are experiencing poverty and inequalities to live healthy active lives. These officers work diligently to help overcome the barriers that prevent people from being active, and they strive to improve the customer experience for those who might otherwise face challenges when accessing our services.

Question 3

Release of Information

Question 3: Ancillary Expenditure

Please provide total organisational spending in the following non-core or ancillary categories (if applicable):

Staff engagement activities, including away days, retreats, or team-building events
 Payments to external PR, communications, or “reputation management” firms
 Costs associated with corporate rebranding (logos, signage, visual identity updates)
 Spending on aesthetic or non-essential enhancements to office/premises (e.g. artwork, décor)
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 This information is requested for transparency around wider organisational resource allocation. If estimates or summarised totals are more practical, please indicate accordingly.

Response:

Release of Information

In 2023/24 we spent £7500 on team events organisationally. We have spent £305k on energy and sustainability initiatives / projects in the same year. The team that we have in energy and sustainability costs us £94k per year.

Question 4

Release of Information

Question 4: Budget Pressures and Funding Gaps

Please disclose any formally identified or publicly reported:

Budget deficits, “black holes”, or forecast funding gaps during the financial year
 Actions taken or proposed to address shortfalls (e.g. recruitment freezes, service reductions, efficiency savings)
 Any overspends, with amounts, departments affected, and mitigation measures
 Any additional financial support requested or received from central government or other funding bodies due to budgetary pressures
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committee minutes, or budget reports, links or attachments to those documents would be acceptable.

Response:	Release of Information
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The forecast funding gap for 2024-25 in 2023-24 was a magnitude of £3.2m. Factors impacting this forecast was mainly due to external economic factors including- cost of living factors, inflation and energy cost.

Additional temporary funding was provided by CEC in 2024-25 to support this temporary funding gap.

Please note that this response constitutes a partial release under the Freedom of Information (Scotland) Act 2002.

This concludes your request **ELIR00435**.

Please treat this as a Refusal under Section 21 & Section 3891)(b) and notice in accordance with Section 16 of the Freedom of Information (Scotland) Act 2002.

If you are unhappy with this response to your request, or otherwise unhappy with how we dealt with your request you have the right to request a review from us under Section 21 of FOISA by writing to foi@edinburghleisure.co.uk

Your request should explain why you wish a review to be carried out and should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt.

Should you remain dissatisfied with the outcome of the review, you then have the right to make a formal complaint to the Scottish Information Commissioner.

- **Email** to: enquiries@foi.scot
- **Post** to: Scottish Information Commissioner, Kinburn Castle, Doubledykes Rd, St Andrews, KY16 9DS