

# Freedom of Information Act 2000 disclosure log entry

## Reference

22-23246

## Date response sent

01/12/22

## Subject

22-23246 Equality, Diversity, Inclusivity Roles

## Details of enquiry

1. The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focused on issues of equality, diversity, or inclusivity.  
(For example, this could include (amongst other guises) “EDI officers” or “diversity and inclusion project managers” but would not include general HR managers.)
2. Either
  - a. the pay band of each of these roles,  
or
  - b. the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences.
  - c. In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants.  
(staff days = duration of the training programme multiplied by the number of staff in attendance for the course). If unable to provide please mark as N/A in your return

## Response sent

1. The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focused on issues of equality, diversity, or inclusivity.  
(For example, this could include (amongst other guises) “EDI officers” or “diversity and inclusion project managers” but would not include general HR managers.)  
**At this Trust we have appointed a number of staff to undertake EDI Officer duties as protected time away from their normal duties**

2. a. the pay band of each of these roles

Role	FTE for EDI role	Pay Band	Allocated Hours Per Week
Associate Director of EDI	1.0	8B	Full Time EDI
Equality Diversity and Inclusion Manager	1.0	6	Full Time EDI
EDI Administrator	1.0	4	Full Time EDI
Administration Lead	0.2	4	Half a day's protected time a week
Administrator	0.2	4	Half a day's protected time a week
Administrator	0.2	4	Half a day's protected time a week

Clinical Support	0.2	5	Half a day's protected time a week
Clinical Support	0.2	5	Half a day's protected time a week
Counselling Psychologist	0.2	7	Half a day's protected time a week
Social Worker	0.2	7	Half a day's protected time a week
Specialist Social Worker	0.2	7	Half a day's protected time a week
Health and Safety Manager	0.2	7	Half a day's protected time a week
Specialist Nurse Practitioner	0.2	8A	Half a day's protected time a week
Highly Specialised Clinical Psychologist	0.2	8A	Half a day's protected time a week
Highly Specialised Clinical Psychologist	0.2	8A	Half a day's protected time a week
Highly Specialised Clinical Psychologist	0.2	8A	Half a day's protected time a week
Corporate Project Manager	0.2	8A	Half a day's protected time a week
Social Worker	0.2	8A	Half a day's protected time a week
Psychologist	0.2	8A	Half a day's protected time a week
Educational Psychologist	0.2	8C	Half a day's protected time a week
<b>Total Number of Staff in EDI Roles</b>		<b>3 X 1.0 FTE</b> <b>17 X 0.2 FTE</b>	

2. c. In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants.

Training Course	No of Staff	Internally/Externally Provided Training	Duration of Training Session/s
Active Bystander	140	Externally Provided	1 hr
Equality, Diversity and Human Rights	780	Externally Provided and on-line	45 minutes
De-Bias (part of recruitment and selection training)	88	Externally Provided	2 hours