

Freedom of Information Act 2000 disclosure log entry

Reference

23-24066

Date response sent

31/05/23

Subject

EDI-Focused Staff Role Salaries & Trainings

Details of enquiry

1. The roles in your organisation (expressed in numbers of FTE), that are mainly or exclusively focussed 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. The combined total salaries for these roles or the individual salaries for each of these roles, whichever is more convenient.
3. 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. (With staff days being the duration of the training programme multiplied by the number of staff in attendance for the course).
 - a. And the cost of each of these training sessions.
4. A list of payments made to equality and/or diversity organisations (such as Stonewall or Inclusive Employers) in the past 12 months

Response sent

1. The roles in your organisation (expressed in numbers of FTE), that are mainly or exclusively focussed 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.
 - Associate Director of EDI – Band 8B
 - EDI Manager – Band 6
 - EDI Team Administrator - Band 4

2. The combined total salaries for these roles or the individual salaries for each of these roles, whichever is more convenient.

The Trust considers that salary information you have requested for the above three people, whether individual or combined is exempt under Section 40(2) of the FOIA, Personal information. This exemption covers personal information about third parties and where complying with the request would contravene the UK General Protection Regulation or the Data Protection Act 2018. Section 40 is an absolute exemption that does not require the authority to carry out the public interest test.

The Trust recognises that employees have a rightful expectation that details of their employment are treated confidentially by their employer.

We can however confirm the range of salaries for their particular band, as these are shown on the NHS Agenda for Change pay scales, which can be accessed here - [Pay scales for 2022/23 | NHS Employers](#)

3. 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. (With staff days being the duration of the training programme multiplied by the number of staff in attendance for the course).

EDI training forms part of the Trust's suite of mandatory e-learning for all NHS staff. During the period May 2022 to April 2023 798 staff completed their EDI Training via e-learning and this takes individual trainees between 30-45 minutes to complete

- a. And the cost of each of these training sessions.

This training is provided free of charge to NHS Trusts by NHS England as part of our suite of mandatory training for all staff.

4. A list of payments made to equality and/or diversity organisations (such as Stonewall or Inclusive Employers) in the past 12 months

We made one payment to an organisation called 'Inclusive Employers' at £4,950 excl VAT for annual membership.