

## Freedom of Information Act 2000 disclosure log entry

### Reference

20-21102

### Date sent

19/10/2020

### Subject

Job Titles with the Words - Equality, Diversity, Inclusion

### Details of enquiry

This is a FOI request to ask:

- 1) how many members of staff in your trust or group have any of the words “equality”, “diversity” or “inclusion” in their job title.
- 2) how many members of staff of your trust or group have received unconscious bias training in each of the last five years.

### Response Sent

Your request for information has been handled under the Freedom of Information Act. Our response is below.

- 1) How many members of staff in your trust or group have any of the words “equality”, “diversity” or “inclusion” in their job title.

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- 2) How many members of staff of your trust or group have received unconscious bias training in each of the last five years.

In 2019 the Trust has trained 48 people specifically in unconscious bias through a Thinking Space.

We can confirm that we hold the number of staff who have received unconscious bias training in 2014 to 2018 however are unable to provide the numbers. Prior to 2019 training was manually recorded and not held on an electronic database. The only way for us to locate the information requested would be to review 60 budget statements to check whether it held details of unconscious bias training. We are therefore unable to provide the information requested within the time and cost limit set out in section 12 of the FOI Act. Section 12 of the FOI Act allows a public authority to refuse to deal with a request where it estimates that it would exceed the appropriate limit to locate, extract, and/or retrieve the information requested. The appropriate limit for the Trust is 18 hours

or £450 and the estimate must be reasonable in the circumstances of the case. We conservatively estimate that it would take at least 5.67 hours to review each budget statement to see whether it contained the information requested. We hold 60 budget statements which could contain the information requested. We therefore estimate it would take 340 hours to locate the information requested which would exceed the total provided by the Act.