

FOI 0552 2024 Response

1) A breakdown of the amount spent on Equality, Diversity, and Inclusion (EDI) policies and staff at the trust in the past five years

*****Clarification: seeking the amount spent formulating policies and implementing them and staff salary for the whole EDI Team.**

All EDI policies are formulated and implemented in-house and therefore, this is NIL costs.

The Trust is unable to provide the annual salary as this pertains to staff members personal information which we do not routinely release.

The Trust therefore rely on exemption Section 40 of the Freedom of Information Act 2000, to deny this aspect of your request.

However, the Trust can confirm that the four staff members consist of the following banding:

The Associate AD of EDI & OD (B8D) would be 0.3 WTE EDI

The Senior EDI lead (B7) would be 1 WTE EDI

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The EDI & Staff Network Co-ordinator (B4) would be 0.3WTE EDI

The associated annual salary for each banding can be found on the agenda for change pay rates via the link below.

Link: [Agenda for change - pay rates | Health Careers](#)

2) Evidence demonstrating how this amount spent has improved patient outcomes.

*****Clarification: Some trusts have sent, for example, reports or case studies etc - I am looking for any evidence, specifically how funds spent on EDI, have led to improved patient outcomes - alternatively if there is no evidence - I'd like to know that too.**

The Trust do not capture any data about how patient outcomes are improved via EDI work.