FOI 0342/2025 Response

Dear Sir/Madam,

I am writing to you under the Freedom of Information Act 2000 to request the following information from your Trust.

1. The number of staff employed by your Trust whose primary role relates to Equality Diversity and Inclusion (EDI) as of September 2025.

The Trust can confirm that there are four EDI 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

2. The total salary cost for these staff in the most recent financial year laid out per staff member.

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

3. The total spend by your Trust on EDI-related training, workshops, events or external consultancy in each of the past three financial years.

Financial Year	22/23	23/24	24/25
Total Spend	£34,977	£33,272	£57,964

4. Copies of any mandatory EDI training materials currently in use for staff.

The Trust is unable to provide the requested information.

The Trust's mandatory EDI training is a national course provided by NHS England eLearning for healthcare (elfh), and the platform for this training does not allow us to download the content.

Please note that elfh do not give out downloadable versions of the content. This is because there are changes made to the content often and downloadable versions will become out of date quickly.

However, we can provide the course overview:

Equality, Diversity and Human Rights Level 1 (L1) is a mandatory, introductory-level e-learning module aimed at giving staff the knowledge needed to act in accordance with legal requirements and organisational expectations.

The main purpose of the L1 module is to:
- Explain key terms such as equality, diversity, and human rights.
- Highlight the relevance of these principles to healthcare practice.
- Show how legislation, organisational policies, and procedures protect individuals and promote inclusive practice.
- Encourage respectful treatment of all individuals and raise awareness of how to respond to concerns about discrimination, bullying, or breaches of dignity.
- Emphasise the importance of monitoring equality and health inequalities.