

Reference Number: FOIAH2324/416
From: Private Individual
Date: 01 November 2023
Subject: Diversity, equity and inclusion training

Q1 Broken down annually, from 2019 to present how many training sessions related to 'Diversity Equality and Inclusion' have employees of your organisation been invited to complete? If possible, please detail how many of these training sessions were mandatory for employees to attend, and how many were voluntary. If possible, please also detail how many of these training sessions were led by internal staff, and how many by external providers.

Please share with me the titles of the five most recent DEI-based training sessions provided to your organisation's employees.

A1 2019 – 568
2020 – 1289
2021 – 1835
2022 – 1465
2023 – 1228

The figures above are for mandatory e-learning Equality and Diversity training.

Q2 How many staff members whose role is predominantly focussed on DEI does your organisation employ? For example, employees with titles such as 'diversity manager', 'head of inclusion', or 'head of culture'. Please also inform me how many such roles your organisation held at year end (or whenever you measured them) in 2022, 2021, 2020 and 2019.

A2 2019 – 0 (Equality and Diversity Lead)
2020 – 0 (Equality and Diversity Lead)
2021 – 2023 - The Trust has one EDI Lead in post, which is currently a shared role with another Trust.

Q3 Please inform me how many internal grievances have been raised by employees of your organisation from 2019 to present, broken down by year.

A3 2019 – 8
2020 – 6
2021 – Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved
2022 – 19
2023 – 11

Q4 Please inform me how many internally raised grievances have resulted in disciplinary procedures being instigated from 2019 to present, broken down by year.

- A4 2019 – 0
 2020 – Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved
 2021 – Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved
 2022 – 0
 2023 – 0
- Q5 Please inform me how many of your employees have received sanctions following disciplinary procedures that arose as a result of internally raised grievances from 2019 to present, broken down by year. If possible, please detail how many instances of each outcome were enacted (EG number of written warnings, number of dismissals etc); please also break this information down by calendar year.
- A5 2019 – 0
 2020 – 0
 2021 – Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved
 2022 – 0
 2023 – 0
- Q6 If possible, please inform me what your organisation's total expenditure (or budget, if expenditure is too time-consuming/difficult to calculate) has been for external 'DEI' training sessions from 2019 to present, broken down by year.
- A6 Information not held – the Trust does not routinely collate or hold this information centrally as part of its management or performance data. We do not hold a breakdown specifically for Diversity Equality and Inclusion training.
- Q7 If possible, please inform me what your organisation's current salary budget or expenditure (whichever is more convenient) is for staff members whose roles are predominantly focussed around DEI. Please also provide this information for 2019, 2020, 2021 and 2022, broken down by calendar or financial year, whichever is more convenient.
- A7 2019 – Records for this financial year are not centrally held
 2020 – 0
 2021 - £7057
 2022 - £17,223.96
- Current salary budget is £41,115
- Q8 If possible, please tell me how many staff your organisation currently employs. Please also tell me how many staff your organisation employed (at whichever point in the years you have measurements to hand for – EG year-end) in 2022, 2021, 2020 and 2019.
- A8 The Trust employs 4115 staff
 2019 - 3565
 2020 - 3727
 2021 - 4043
 2022 - 4115

The Trust is unable to respond to all or specific elements of your request where the response would indicate five or less individuals. The Trust is withholding this information

under Section 40 (Personal Information) of the Freedom of Information Act (FOIA) 2000 to reduce the risk of any individuals being identified. The Trust is of the view that disclosure of such information would significantly increase the risk of individuals being identified and as such would constitute a breach of their personal data.

The Trust has applied exemption Section 40(2) of the FOIA and is therefore withholding the information as disclosure which may identify an individual would breach their rights under the Data Protection Act 2018. The grounds for application of this exemption include:

- Any data relating to patients or staff is third party data, furthermore health data is classified as sensitive personal data within the Data Protection Act 2018. As such, Section 40 (2) of the FOIA applies along with the Trusts duty of confidentiality. Therefore under s.2 (3) (f) (ii) of the FOIA, there is an absolute exemption from disclosure on the grounds that it would contravene the First Data Protection Principle.
- The Trust has a duty under the Data Protection Act 2018 and specifically the First Data Protection Principle to ensure personal data regarding staff and patients is processed fairly and lawfully. Disclosure of such data which may identify an individual, either through the data alone or other data in conjunction with that data which may identify an individual would therefore breach this principle.
- The Data Protection Act 2018 defines sensitive personal data to include data relating to the “physical or mental health or condition” of a person. Any such information about specific individuals falls within this category and disclosure of such data including statistical data, with any potential likelihood of identification would breach the Data Protection Act 2018.