



Ref: FOIA Reference 2023/24-001

Date: 20<sup>th</sup> April 2024

Email [foi@uhnm.nhs.uk](mailto:foi@uhnm.nhs.uk)

Dear

I am writing to acknowledge receipt of your email dated 3rd April 2023 requesting information under the Freedom of Information Act (2000) regarding EDI salaries

As of 1<sup>st</sup> November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

**Q1 Please can you provide me with the number of employees employed on 1st April 2023 (or the closest date to this where you have the data) whose role is specifically focused on the promotion of equality, diversity and inclusion.**

A1 Severn (7) employees have job roles which include then to address issues of Equality, Diversity and Inclusion (EDI)

- Chief People Officer – Jane Haire
- Assistant Chief People Officer, OD, Culture & Inclusion – Eddie O’Grady
- EDI Lead – Charlotte Lees
- Band 5 Project & Office Manager – new starter in May (approx. 0.5wte spent on EDI activities)
- Staff Network Lead x 3 Gemma Grimes & Joseph Orosun and a vacant chair (all network chairs have 2 days per month allocated for network activities)

**Q2 Please also provide me with each of these employees' annual salaries in GBP.**

**Please present this information in tabular format as a .xlsx file with each branch presented separately.**

A2 We are unable to provide the information you require as this would breach the Trusts obligations under Data Protection Act 2018. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the FOI Act. *Personal information*. However as the Trust is committed to openness and transparency we can provide the below data *This exemption is an absolute exemption and therefore no consideration of the public interest test is needed*

Remuneration Costs: £ 333,707.80 based on staff in post on 1st April 2023

\*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

***UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.***

Where the Trust owns the copyright in information provided, you may re-use the information in line with the conditions set out in the Open Government Licence v3 which is available at <http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>. Where information was created by third parties, you should contact them directly for permission to re-use the information.

An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via [www.ico.org.uk](http://www.ico.org.uk).

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.

Yours,



**Rachel Montinaro**  
Data Security and Protection Manager - Records



University Hospitals  
of North Midlands  
NHS Trust

