



Ref: FOIA Reference 2022/23-335

Date: 11th October 2022

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 16th September 2022 requesting information under the Freedom of Information Act (2000) regarding Diversity.

As of 1st 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 How many Diversity and Inclusion roles are currently filled or openly advertised at your Trust?

- A1 7 job roles include parts that address issues of Equality, Diversity and Inclusion (EDI)
- Chief People Officer (Filled and out to advert)
 - Assistant Chief People Officer, OD, Culture & Inclusion (Filled)
 - EDI Lead (Filled)
 - Project & Communications Assistant (Filled)
 - Staff Network Lead x 3 (Filled)

Q2 Please state the current annual salary/salaries of those positions.

- A2 Chief People Officer (Filled and out to advert) section 21 exemption: freely available at the following link
<https://www.uhnm.nhs.uk/media/7152/annual-report-2021-22-final-signed-version-for-website.pdf>

We are unable to provide the information you require in the requested format as to release this data could lead to the identification of the person(s) involved due to the low numbers involved, and 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 give the following: £319,711 (annual salary costs) aggregated due to the small numbers and identifiable roles.

This exemption is an absolute exemption and therefore no consideration of the public interest test is needed.

Additionally, the following link may be of interest: <https://www.nhsemployers.org/articles/pay-scales-202223>

Q3 For each position is it funded via the NHS budget or another means, such as a charity or external organisation? Give a breakdown of where the external funding is from.

A3 Internal Staff budget

*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.

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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.

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



University Hospitals
of North Midlands
NHS Trust

Yours,

L Carlisle

Leah Carlisle
Head of Data, Security & Protection/ Data Protection Officer

