



Ref: FOIA Reference 2022/23-477

Royal Stoke University Hospital
Data, Security and Protection
Newcastle Road
Stoke-on-Trent
Staffordshire
ST4 6QG

Date: 20th December 2022

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 17th November 2022 requesting information under the Freedom of Information Act (2000) regarding Expenditure on equality, diversity, and inclusivity.

On 18th November 2022 we contacted you via email to inform you that UHNM had received several requests that were asking for identical information that are from the same person/company, therefore we are contacting you to inform you that under section 12 of the FOI Act we were aggregating these requests on Expenditure on equality, diversity, and inclusivity. The section 12 exemption states:

The authority can combine related requests received within a period of 60 consecutive days from:

- The same person or
- People who appear to be acting in concert or in pursuance of a campaign.

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 The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) “EDI officers” or “diversity and inclusion project managers” but would not include general HR managers.

A1 I can confirm that the Trust holds information regarding this question, but feel this information is exempt under section 21: information reasonably accessible by other means. This is because the information is available via the Trust’s public website at the following link: FOI ref 254-2223- August

<http://www.uhnm.nhs.uk/about-us/regulatory-information/freedom-of-information-publication-scheme/freedom-of-information-disclosure-log/>

Q2 Either a) the pay band of each of these roles, or b) the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences.

A2 I can confirm that the Trust holds information regarding this question, but feel this information is exempt under section 21: information reasonably accessible by other means. This is because the information is available via the Trust's public website at the following link: FOI ref 254-2223- August

<http://www.uhnm.nhs.uk/about-us/regulatory-information/freedom-of-information-publication-scheme/freedom-of-information-disclosure-log/>

Q3 In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants. (staff days = duration of the training programme multiplied by the number of staff in attendance for the course). If unable to provide please mark as N/A in your return.

A3 For the sake of calculation, we have assumed a standard working day is 7.5 hours, however, please note many staff work other day lengths.

Last 12 months = 14/12/2021 and 13/12/2022

Equality, Diversity & Inclusivity eLearning. Completed by 5246 people. Time taken, as recorded by ESR equates to 305 days.

Our NHS People, face-to-face training runs for 6 hours (minus breaks). Completed by 90 people which equates to 72 days.

Total days (7.5 hours) committed to attending equality training programmes = 377 days. However, equality, diversity and inclusivity is a golden thread that runs through many of our training programmes.

*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.

Yours,



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