



**University Hospitals
of North Midlands**
NHS Trust

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

Ref: FOIA Reference 2022/23-545

Date: 23rd September 2022

Email foi@uhn.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 8th August 2022 requesting information under the Freedom of Information Act (2000) regarding diversity.

The University Hospitals of North Midlands Trust is committed to the Freedom of Information Act 2000.

However, the NHS is facing unprecedented challenges relating to the coronavirus (COVID-19) pandemic at the current time. Understandably, our resources have been diverted to support our front-line colleagues who are working tremendously hard to provide care for our patients, and to those in need of our services.

We strive to be transparent and to work with an open culture. But at this time, whilst care of our patients and the safety of our staff takes precedent, it is likely that responses to some requests for information will be delayed. We apologise for this position in advance, and will endeavour to provide you with as much information as we can, as soon as we are able.

The Information Commissioners Office has recognised the current situation in the NHS.

On 10th August 2022 we contacted you via email as we required the following clarification

What do you mean by the term 'formally'? and, other than staff time in developing such strategies, please can you clarify what other costs you are asking for?

On 11th August 2022 you replied via email with:

'Thank you for your email, and for allowing me the opportunity to clarify.'

By the phrase 'formally require them to address issues of Equality, Diversity and Inclusion', I mean, staff who spend a significant amount of time addressing EDI issues, and have a responsibility in the field of EDI that goes well beyond the responsibility every member of staff has. Examples of this would be a Head of EDI, a Diversity Officer,



but also an HR manager who spends a significant amount of time changing the recruitment process to eliminate bias and discrimination.

Regarding costs of an EDI strategy: by this I mean the costs research and development (other than the time spent by staff covered under the question above), but also the organisation of any workshops, forums or other events as a result of an EDI strategy as well as the costs of changing process and structures within the organisation.'

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UJNM) 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 Under the Freedom of Information Act I would like to request the following information Regarding the financial efforts of your NHS (foundation) Trust to promote diversity.

I would like to know the number of employees within your Trust whose job roles formally require them to address issues of Equality, Diversity and Inclusion (EDI), including but not limited to all staff whose job title has 'EDI', 'Equality', 'Diversity' or 'Inclusion' in it, as well as all remuneration costs for these roles.

A1 Clarified as

By the phrase 'formally require them to address issues of Equality, Diversity and Inclusion', I mean, staff who spend a significant amount of time addressing EDI issues, and have a responsibility in the field of EDI that goes well beyond the responsibility every member of staff has. Examples of this would be a Head of EDI, a Diversity Officer, but also an HR manager who spends a significant amount of time changing the recruitment process to eliminate bias and discrimination.

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

- Chief People Officer
- Assistant Chief People Officer, OD, Culture & Inclusion
- EDI Lead
- Project & Communications Assistant
- Staff Network Lead x 3

Remuneration Costs

£319,711 (annual salary costs); £394,829 (annual salary plus on-costs)

Q2 Does your NHS Trust have an EDI strategy, a diversity strategy, or any other strategy aimed at increasing the amount of female, BAME, LGBT+, or disabled employees?

A2 Our 2022-2025 EDI Strategy is currently going through the ratification process. Our existing EDI objectives can be viewed in our Annual Report (awaiting Trust Board approval). We have actions to address inequalities between the experiences of our BAME, LGBT+ and Disabled colleagues within our Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) which can be viewed on our trust website. We have participated in the NHS Rainbow Badge Accreditation process and are awaiting our feedback report. Later this year we will also undergo the Race Code assessment, which will result in an action plan.

Q3 What are the costs related to the development and implementation of these strategies?

A3 Clarified as

Regarding costs of an EDI strategy: by this I mean the costs research and development (other than the time spent by staff covered under the question above), but also the organisation of any workshops, forums or other events as a result of an EDI strategy as well as the costs of changing process and structures within the organisation.'

No cost other than staff time only

Q4 Is your NHS Trust involved in any other project or initiative aimed at promoting diversity, in terms of gender, ethnicity, nationality, sexual preference or ablebodiedness, and if so, what are the costs related to these projects or initiatives?

A4 See below:

- Rainbow Badges (charity funded rainbow badges)
- Sunflower Lanyard Scheme (£500 for membership pack)
- Rainbow Accreditation Programme – no cost
- Workforce Race Equality Standard – no cost, part of NHS Contract requirements
- Workforce Disability Equality Standard – no cost, part of NHS Contract requirements
- Disability Confident Scheme – no cost
- Project Search – no cost
- New Futures BAME Development Programme and Developing Aspirant Leaders programme for BAME nursing and midwifery (no cost to the organisation as they are Midlands or system programmes)
 - Stonewall Equality Index 2021/22 – no cost
 - Race Code assessment (costs to be confirmed circa £9,000)

*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