

FOI 0348/2023 Response

My questions are related to 'diversity, equity and inclusion' (DEI). I recognise organisations may have different names for 'diversity, equity and inclusion'. Therefore, in the spirit of The Freedom of Information Act, please take this phrase to also mean 'diversity, equality and inclusion' or whatever your organisation terms the DEI framework, and to apply to discrete elements of the DEI framework – EG 'diversity' training sessions, or 'inclusivity' training sessions, as well as training sessions that are related to the DEI framework – EG 'unconscious bias' training, or 'gender identity' training.

Please tell me the following:

1. Broken down annually, from 2019 to present how many training sessions related to 'Diversity Equity 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.

The Trust is unable to confirm the number of delivered training sessions relating to Diversity Equity and Inclusion (EDI).

This is because unfortunately the information was held by a team member who has since left the organisation and we are unable to access this data as a result. Moving forward, the data will be held centrally within the team to avoid recurrence of this.

The Trust can confirm that as part of new staff members induction, they must complete EDI related training .

In addition to this, all staff members must complete mandatory EDI training on an annual basis.

These training are:

- Equality - Diversity - Human Rights
- Equality and Diversity Training

2. 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.

There are 3 members of staff whose role consists of addressing Equality, Diversity and Inclusion (EDI).

For the following years there have been

2019 EDI Staff members: 1
2020 EDI Staff members: 1
2021 EDI Staff members: 1
2022 EDI Staff members: 2

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

2019 – 0 recorded
2020 – 2
2021 – 5
2022 – 4
2023 – 11

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

No case has transferred to the disciplinary policy

5. 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.

No case has transferred to the disciplinary policy.

6. 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.

External Training 2022/2023: £10,000.

External Training 2023/2024: £3000.

Please note that there is no data prior to 2022/2023.

8. 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.

| Month/ Year | Mar-19 | Mar-20 | Mar-21 | Mar-22 | Mar-23 | Sep-23 |
|----------------|--------|--------|--------|--------|--------|--------|
| Headcount | 3,954 | 3,956 | 4,155 | 4,209 | 4,315 | 4,482 |