

**FOI 076 2024 Response**

**Dear Birmingham and Solihull Mental Health NHS Foundation Trust,**

**Under the Freedom of Information Act, I would like to request the following information:**

- 1. Have you implemented any EDI (equality, diversity and inclusion) policies/initiatives on race in your trust?**

The Trust has implemented the following:

- The Anti-Racist Framework.
- Equality, Inclusion and Human Rights Policy.
- The Anti Racist Campaign and Pledge
- The Anti Racist Policy – Draft
- Training (Active Bystander, Microaggression, Cultural Humility, Cultural Competency)
- Additional Roles (Equity Panel Member, Inclusion Advisor)

- 2. Have you received any complaints, either from staff or the general public, about these policies/initiatives?**

There are no concerns registered relating to Racial Discrimination and / or complaints about EDI policy on Race.

- 3. If so, please provide details of the total number of complaints you have received, reasons given for the complaint/s and any actions taken.**

There are no concerns registered relating to Racial Discrimination and /or complaints about EDI policy on Race.