

FOI0350/2024 Response

1. **In 2020 Thirsty Horses was commissioned to review the culture and working practices in our function . I can assure you that Thirsty Horses did do consultancy work. I attended some of the sessions they facilitated when they reviewed the HR processes and the culture in the organisation. Please could you look into this again. I know that there has been a huge turnover in staff in the HR team but I am sure one of the senior managers will recall the work they did and the report(s) they provided. It was at the time where the Trust reviewed its values.**

The Trust confirms that our stance still stands as noted in FOI 0206/2024.

Thirsty Horses were commissioned in August 2019 to conduct a review, but this did not materialise into any arrangements that resulted in financial spend.

2. **In 2017 Steph Crowe the then head of L&D commissioned a piece of work title the BSMHFT big behavioural framework. You appear not to have answered this question at all.**

The Trust confirms that our stance still stands as noted in FOI 0206/2024, there is no noted spend.

3. ***In 2018 the OD team bought a programme of team working interventions from Aston OD.*** The Aston OD initiative was led by Helen Billings from OD and I believe that it cost £40k a year. I will try and establish more information on this subject. I do know that they changed the name of their company. I am sure that Richard Sollars will recall the initiative - if that helps. The company name is called Affina Organisation Development - they are based in Farnborough.

The Trust has reviewed our records and searched for "Affina Organisation Development" and we have found no spend associated to this organisation.