



**Royal Devon
University Healthcare**
NHS Foundation Trust

Mr Ryan

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5th December 2022

ND ref: **FOI/22/238**

Dear Mr Ryan,

The Northern Devon Healthcare NHS Trust (Northern Services) and the Royal Devon and Exeter NHS Foundation Trust (Eastern Services) merged on 1st April 2022 to become the Royal Devon University Healthcare NHS Foundation Trust.

Please note this FOI response is for both Northern and Eastern services.

Should you wish to also receive information from our Eastern (formally Royal Devon and Exeter NHS Foundation Trust (RD&E)) FOI office please submit your request to rduh.freedomofinformation@nhs.net

For further information please visit:

<https://royaldevon.nhs.uk/about-us/information-governance/freedom-of-information-foi-and-environmental-information-regulations-eir/>

Freedom of Information

Thank you for your 13/10/2022 request for the following information:

This is a freedom of information (FOI) request relating to non-academic job titles of paid employees at your institution.

Please provide the following information for the year 2021 - 2022:

- 1. A comprehensive list of employee job titles which feature any of the following phrases: equality, diversity, inclusion, wellbeing, carbon, energy, net zero, climate, change maker, race, BAME, LGBTQ+, sustainability, art, awareness, involvement, culture, solidarity, intersectionality, or green.*

Answer: Roles across the Trust (Northern & Eastern Services) include:

- 1x Associate Director of Wellbeing, Inclusion and Employee Experience.
- 1x Inclusion Lead.
- 1x Diversity and Inclusion Analyst.
- 1x Head of Occupational Health and Wellbeing.
- 1x Health & Wellbeing Lead
- 1x Health & Wellbeing Admin role (externally funded)

- 1x Director- Business, Innovation and Sustainability
- 1x Compliance, Assurance and Sustainability Manager
- 1x Clinical Director for Business, Innovation and Sustainability
- 1x Energy, Sustainability and Compliance Officer
- 1x Energy and Sustainability Manager
- 1x Sustainability and Engagement Officer - ceased 3rd November 2022.
- 1x Sustainability Comms and Engagement Officer - to be recruited 2022.

In addition: Staff Networks were introduced in Royal Devon and Exeter NHS Foundation Trust (RD&E) before integrating with Northern Devon Healthcare NHS Trust (NDHT), we are now in the process of introducing staff networks across all sites. Health Inequalities is separate from the above networks.

The roles are mainly resourced from the Equality, Diversity and Inclusion (EDI) team (as above) or other roles in our teams e.g. development resources, e-learning resources and volunteers from our staffing group e.g. Inclusion Champions. Funding can be attracted to support specific projects, however there are not specific budgets other than the £19,437 for the staff network's implementation that was allocated to set up an Ethnic Minority Network, Disability Network and LGBTQ+ Network.

2. *The total number of employees with each job title.*

Answer: Please see answer to question 1.

3. *A total cost for the listed roles, including salary and employer pension contributions. There is no need to provide individually identifiable data.*

Answer: Total cost for the listed roles, including salary, employer NI and pension contributions for 2021/22 is approx. £567,000. Please note that some of these roles are not wholly spent on these duties, and they would have other responsibilities, the cost represents the full Whole Time Equivalent cost for the listed roles.

This request is not intended to capture academic roles, so please exclude them, for example 'Lecturer in Art History'.

We hope this is useful. To the best of our knowledge it comprises all the relevant information held by the Trust - Northern Services.

Yours sincerely,

FOI - Royal Devon University Healthcare NHS Foundation Trust – Northern Services

We have a duty to advise you of your right to complain about this response to your enquiry under Freedom of Information. You may do so by writing to the Information Governance Lead, Freedom of Information Team, Devonshire House, Riverside Road Barnstaple, Devon, EX31 1SW or by emailing rduh.informationgovernance@nhs.net If you remain dissatisfied with the Trust's decision following your complaint, you may wish to contact the Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF. Their web site is www.ico.gov.uk The Information Commissioner will not normally consider an appeal until you have exhausted your rights of redress and complaint to the Trust.

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See: www.northdevonhealth.nhs.uk/contact/foi/form/

Where any contact details are given for members of Trust staff in this response, notice is hereby given, under the Data Protection Act 2018, on behalf of the individual or individuals that this personal information may not be used for the purposes of direct marketing.

In line with the Information Commissioner's directive on the disclosure of information under the Freedom of Information Act 2000 your request will be published on our disclosure log. Therefore, a version of our response which will protect your anonymity (with your name and contact details removed) will be posted on the Trust's website.

Please quote the allotted ND reference number in the subject box in future messages.



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