

Title: RDF1068-22 Expenditure on Equality, Diversity & Inclusivity

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Reference Number: RDF1068-22

Date of Response: 24/11/22

Further to your Freedom of Information Act request, please find the Trust's response(s) below:

*Dear Royal Devon University Healthcare NHS Foundation Trust,*

*I wish to make an FOI request, as set out under the Freedom of Information Act 2000. Please can your organisation provide the following information:*

- 1. The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) "EDI officers" or "diversity and inclusion project managers" but would not include general HR managers.*

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

- 1x Associate Director of Wellbeing, Inclusion and Employee Experience – Band 8d.
- 1x Inclusion Lead – Band 8a.
- 1x Diversity and Inclusion Analyst – Band 6.

Note: In addition, Ethnic Minority Network, Disability Network and LGBTQ+ 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. These are mainly resourced from the EDI team 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 Ethnic Minority Network, Disability Network and LGBTQ+ implementation.

Health Inequalities is separate from the above networks.

- 2. Either a) the pay band of each of these roles, or b) the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences.*

Answer: Please see response to question 1.

3. *In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants. (staff days = duration of the training programme multiplied by the number of staff in attendance for the course). If unable to provide please mark as N/A in your return.*

Answer: We are unable to provide this data in full as training comprises of ad hoc sessions, departments run their own training, training videos are available, these numbers are not recorded. In addition, all staff must now complete mandatory EDI training every two years.