

Reference:	FOI.10314.22
Subject:	Equality, diversity and inclusion staffing costs
Date of Request:	17 November 2022

Requested:

- a) 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.
- b) 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.
- c) 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.

Response:

- a) & b) The table below provides the Whole Time Equivalent (WTE) number of employees working within Hywel Dda University Health Board’s (UHB) inclusion team broken down according to their Agenda for Change (A4C) banding. There may be other employees based within the UHB who have aspects of equality, diversity and inclusion (EDI) within their job role. However, this information would not be centrally held.

A4C Band	WTE
8a	1.0
7	1.8
6	1.8
5	1.0

- c) The UHB does not hold the information as is requested. In order to provide the data requested, the UHB would be required to manually trawl attendance records and use this information along with the number of days for each course to calculate what is being requested. Under the Freedom of Information Act, the UHB is not required to create information to respond to a request. However, under its Section 45 Code of Conduct duty to provide advice and assistance, the UHB can confirm it has offered sixty four (64) EDI related training courses within the last twelve (12) months and has a further sixteen (16) planned before the 31 March 2022.