

**Request Reference:** FOI/001/23

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**Information requested:**

1. How many Diversity and Inclusion officers did you hire between April 5, 2018 and April 5, 2023? Please state: the full job title of each role, the annual salary of each role, the date of appointment for each role, and a brief description of each role. (For clarity, 'Diversity and Inclusion officer' refers to any job role which has in its title any of the following words: 'diversity', 'inclusion', 'equality', 'wellbeing' and 'EDI'.)
2. In total, how many Diversity and Inclusion officers do you currently employ? Please state: the full job title of each role, the annual salary of each role, and a brief description of each role. (The definition of 'Diversity and Inclusion officer' is the same as in the previous question.)
3. Between January 1, 2018 and April 5, 2023, for what period of time has your organisation been a member of the LGBT charity Stonewall? If the membership was terminated, on what date did your membership end? How much did you pay in membership fees and other expenses to Stonewall during the stated period? Please provide a date and reason for each payment.

**Response:**

1. We hired 1 OD & Learning Advisor (Staff Wellbeing) during the period. They were appointed on 30 August 2021 and the role attracts an Afc Band 5 salary (£28,384 - £35,365 at 2023/24 pay rates.)
2. The role supports the organisational development (OD) and learning agenda across the State Hospital (with a specific focus on staff wellbeing), ensuring good staff engagement and supporting the aspirations of Everyone Matters: 2020 Workforce Vision.

They;

- support the organisation's staff governance agenda, specifically in relation to staff wellbeing and Healthy Working Lives.
  - Are responsible for operational delivery of staff wellbeing initiatives and training programmes, including responsibility for their practical implementation and successful integration into the organisation.
  - Provide advice and support on staff wellbeing-related matters as required to managers and staff across the hospital.
3. We have 1 OD & Learning Advisor (Staff Wellbeing). The role attracts an Afc Band 5 salary (£28,384 - £35,365 at 2023/24 pay rates.)

The role supports the organisational development (OD) and learning agenda across the State Hospital (with a specific focus on staff wellbeing), ensuring good staff engagement and supporting the aspirations of Everyone Matters: 2020 Workforce Vision.

They;

- support the organisation's staff governance agenda, specifically in relation to staff wellbeing and Healthy Working Lives.
  - Are responsible for operational delivery of staff wellbeing initiatives and training programmes, including responsibility for their practical implementation and successful integration into the organisation.
  - Provide advice and support on staff wellbeing-related matters as required to managers and staff across the hospital.
4. The organisation has never been a member of Stonewall.