

**Request Reference:** FOI/47/23

**Published:** 07 December 2023

**Information requested:**

For the period covered by the last 5 full financial years, can you please provide the names of the organisations your Board has paid [including Stonewall where applicable in paying the fees involved to enter their Workplace Equality Index] to provide advice, insight and expertise in making sure that the Board's workplace policies, practices and cultures are more accessible to people who represent the lived experience of the protected characteristics listed in the following table.

As well as the names of the organisations, I would ask for information on:

- how much they were paid to provide the services, including such as fees to be part of the Stonewall Workplace Equality Index.
- to what extent policies and practices were amended/changed or new ones introduced to eliminate discrimination as a result of the expertise provided [approximate number],
- whether the Board paid for leadership training for employees from the protected characteristics listed as part of the organisational equality culture and practice change programme recommended by the expert organisation
- whether the Board has carried out a formal assessment of the effectiveness [increases achieved in number of employees who are under-represented people with protected characteristics in the workforce] and value for money of paying organisations to provide these services.

Table 1. Protected characteristic	Name of organisations who represent the lived experience of the protected characteristics paid by the Board to provide advice, insight and expertise in making sure that the Board's workplace policies, practices and cultures are more accessible to people sharing that protected characteristic
	Note : in answering this question, please provide the name of the organisation and the web site address.
Sex	
Disability	
Race	
Religion or belief	
Age	
Sexual orientation	
Gender reassignment	

Table 2. Protected characteristic	Amount paid to organisations for providing the services outlined in table 1.				
	Note : in answering this question please include any fees, contracts, grants and other forms of payment				
Financial year	2022/23	2021/22	2020/21	2019/20	2018/19

Sex					
Disability					
Race					
Religion or belief					
Age					
Sexual orientation					
Gender reassignment					

Table 3. Protected characteristic	to what extent policies, practices and procedures were amended/changed to eliminate discrimination or make employment opportunities more accessible as a result of the expertise provided [approximate number] over the course of the last 5 financial years.		
Number of policies etc. changed	Up to 10	10 to 20	Over 20
Sex			
Disability			
Race			
Religion or belief			
Age			
Sexual orientation			
Gender reassignment			

Table 4. Protected characteristic	Did the Board pay for leadership training for employees from the protected characteristics listed as part of the organisational equality culture and practice change programme recommended by the organisation providing expertise? If yes, how many employees in each of the last 5 financial years attended leadership training?				
	Note : in answering this question, please provide, on separate lines, the number of employees involved as well as the costs paid by the Board to enable attendance.				
Financial year	2022/23	2021/22	2020/21	2019/20	2018/19
Sex	No. £				
Disability	No. £				
Race	No. £				
Religion or belief	No. £				
Age	No. £				
Sexual orientation	No. £				
Gender reassignment	No. £				

Table 5. Protected characteristic	Has the Board has carried out a formal assessment of the effectiveness [increases achieved in the number of employees from under-represented people with protected characteristics in the workforce] and value for money of paying organisations to
--------------------------------------	---

	provide these services ? If yes, please indicate the year of the assessment [within the last 5 financial years], the increase in numbers of employees achieved in each protected characteristic found to be as a direct result of the paid-for advice/expertise, and either provide a copy of the assessment report or a hyperlink to where it can be found on the Board's web site
Sex	Year of assessment: Increase in employees: Assessment report link:
Disability	Year of assessment: Increase in employees: Assessment report link:
Race	Year of assessment: Increase in employees: Assessment report link:
Religion or belief	Year of assessment: Increase in employees: Assessment report link:
Age	Year of assessment: Increase in employees: Assessment report link:
Sexual orientation	Year of assessment: Increase in employees: Assessment report link:
Gender reassignment	Year of assessment: Increase in employees: Assessment report link:

**Response:**

Table 1:

For all years requested; The State Hospital has not paid any organisation to provide advice, insight and expertise in making sure that the Board's workplace policies, practices and cultures are more accessible to people sharing the protected characteristics.

Table 2:

We give notice under section 17 of FOISA that we do not hold the information requested.

Table 3:

We give notice under section 17 of FOISA that we do not hold the information requested.

Table 4:

We give notice under section 17 of FOISA that we do not hold the information requested.

Table 5:

We give notice under section 17 of FOISA that we do not hold the information requested.