

**Request Reference:** FOI/43/23

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**Information requested:**

Under FOI, can I please request details the size and costs of your equality, diversity and inclusion (EDI) department/workforce. Please include details for all staff members whose role is exclusively or predominantly related to EDI, or the equivalent term used by you as a health board.

The information I am seeking relates to staff whose role is exclusively or predominantly related to EDI issues. For example, this would include human rights, equality, diversity and/or inclusion officers, managers, leads, heads, etc. It would not include general human resources staff for whom equality issues may be a small part of their role.

Can you please provide answers to the following questions:

- 1) how many EDI staff, by headcount, do you currently employ?
- 2) how many EDI staff, by headcount, were employed on January 1, 2019.
- 3) What is the combined annual salary of all EDI staff currently employed for 2023-24. Where a staff member is part time, please base this calculation on the actual salary, rather than pro-rata salary.
- 4) what was the total annual salary paid to EDI staff for the 2018-2019 financial year.
- 5) Which salary band is your most senior member of EDI staff currently in?

**Response:**

- 1) Following the retirement of our Person Centred Improvement Lead, who had strategic responsibility for diversity, equality and inclusion, we are in the process of reconfiguring their responsibilities to ensure better resilience.

This organisational change is still in progress, so we currently do not have any staff who is employed exclusively or predominantly in an equality, diversity and inclusion role.

- 2) On 1 January 2019, our Person Centred Improvement Lead role included strategic responsibility for these areas, as part of a wider remit. We estimate that 0.3 FTE of the role relates to the question.
- 3) The Person Centred Improvement Lead role's attracted an 8b salary (£67,285 - £71,979), however as our Person Centred Improvement Lead is the only role in scope, the exact salary of one individual is exempt from disclosure under section 38(1)(b) of FOISA as it constitutes personal data.
- 4) The Person Centred Improvement Lead role's attracted an 8b salary (£48,989 - £60,563), however as our Person Centred Improvement Lead is the only role in scope, the exact salary paid to one individual is exempt from disclosure under section 38(1)(b) of FOISA as it constitutes personal data.
- 5) We currently do not have anyone employed in an EDI role and the job evaluation process for the reconfiguration of the Person Centred Improvement Lead's responsibilities is still in progress. We therefore give notice under section 17 of FOISA that we do not hold the information requested.