

Request Reference: FOI/47/23

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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

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

Protected characteristic	2022/23	2021/22	2020/21	2019/20	2018/19
Sex					
Disability					
Race					
Religion or belief					
Age					
Sexual orientation					
Gender reassignment					

Table 3.

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.

Protected characteristic	Up to 10	10 to 20	Over 20
Number of policies etc. changed			
Sex			
Disability			
Race			
Religion or belief			
Age			
Sexual orientation			
Gender reassignment			

Table 4

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.

Protected characteristic	2022/23 No / £	2021/22 No / £	2020/21 No / £	2019/20 No / £	2018/19 No / £
Sex					
Disability					
Race					
Religion or belief					
Age					
Sexual orientation					
Gender reassignment					

Table 5

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

Protected characteristic	Year of assessment: Increase in employees: Assessment report link:
Sex	
Disability	
Race	
Religion or belief	
Age	
Sexual orientation	
Gender reassignment	

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.