

FOI_0828_2022-23 – FOI Request Concerning – Financial Efforts to Promote Diversity

- 1. I would like to know the number of employees within your trust whose job roles formally require them to address issues of Equality, Diversity and Inclusion (EDI), including but not limited to all staff whose job title has ‘EDI’, ‘Equality’, ‘Diversity’ or ‘Inclusion’ in it, as well as all remuneration costs for these roles.**

We employ 7 full time equivalent staff – costing £382,372 who sit within the Diversity and Inclusion team. In addition to this all roles, as part of the job description, include a requirement to work in line with organisational policies, which include and are not limited to the Diversity and Inclusion policy.

- 2. Does your NHS trust have an EDI strategy, a diversity strategy, or any other strategy aimed at increasing the amount of female, BAME, LGBT+, or disabled employees?**

Yes, the Trust is currently renewing its People Strategy where delivery of Diversity and Inclusion is highlighted. We also produce and update a detailed a Diversity and Inclusion plan that has a set of deliverables which aim to improve underrepresentation.

- 3. What are the costs related to the development and implementation of these strategies?**

The cost associated with delivering this plan are the staff costs of the Diversity and Inclusion Team (£382,372) and a non-pay budget of circa £29k.

- 4. Is your NHS trust involved in any other project or initiative aimed at promoting diversity, in terms of gender, ethnicity, nationality, sexual preference or able-bodiedness, and if so, what are the costs related to these projects or initiatives?**

Solent NHS Trust has a diversity and inclusion plan aimed at promoting diversity, in terms of gender, ethnicity, nationality, sexual preference or able-bodiedness. The costs are as outlined above.