

FOI_0954_2022-23 – FOI Request Concerning – Expenditure on equality, diversity, and inclusivity

1. The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) “EDI officers” or “diversity and inclusion project managers” but would not include general HR managers.

The information being requested is not centrally recorded by the Trust, as the Trust’s Electronic Staffing record does not record specific job titles, but generic titles. In order to collate the information you are requesting, this would require a manual trawl of our records. As a result of this, this FOI Request is exempt under S12 of the FOI Act 2000 and therefore we are unable to provide the below information. However, below is a list of staff within our Diversity & Inclusion Team, which may support a partial answer for Q1 & 2

Associate Director of Diversity and Inclusion – part time	Band 8d
Diversity and Inclusion Partner (Operations and Strategy) *2	Band 8a
Diversity and Inclusion Business Support Partner – part time	Band 5
Assistant Network Partner – part time	Band 3
Education, Awareness and Allyship Partner – part time	Bank band 8 a

Either a) the pay band of each of these roles, or b) the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences.

2. In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants. (staff days = duration of the training programme multiplied by the number of staff in attendance for the course). If unable to provide please mark as N/A in your return.

Course Title	Internal/External	Dates	Duration	Staff in Attendance
Group Coaching	Hennessey Consultancy External Supplier	2021	4 sessions of 2 – hours duration	38 participants who formed 7 coaching groups: <ul style="list-style-type: none"> • 2 BAME (non-white) groups • 1 disabilities group • 1 women's group • 1 LGBT+ group • 2 mixed groups
Line Managers Development Workshop – Helping you to support your people with Protected Characteristics	Hennessey Consultancy External Supplier	20.01.22	09:30 – 12:30	13
Big Conversation	Inclusion Included Ltd; Drop the Mask; De Montfort University External Supplier	26.10.21 29.10.21 01.11.21	2 hours per session	240 staff members attended the three sessions
Rapid Insights Sessions prior to Big Conversation	Inclusion Included External Supplier	2021	survey	400 staff members responded. 10% of Solent's workforce During/following on from The Big Conversation 370 points of view were received
EDI Roadshows	Anna Rowen – Internal Supplier	19 sessions	30 mins	Average attendance 10
EDI Awareness sessions	Pascal/Leon/Anna/Elton Internal Supplier	14 sessions Approx.	45 mins	30 – 50
Inclusive Language Sessions	Anna & Pascal Internal Supplier	8 sessions	45 mins	145 signed up
AHP	Anna and Pascal Internal	1 session	45 mins	Approx. 150

Conference	Supplier			
NETWORKS				
Health Care Staff - New Starters	Elton – Internal	1	30 mins	8
LGBTQ+	02/22 Out on an Island (an exploration of LGBT community on the Isle of Wight)			22
	18/02/22 - Conversation with Inspector Scott Johnson (Hampshire Constabulary)			16
	28/02/22 - LGBTQ+ Safe Spaces Session			22
	31/03/22 - Trans Day of Visibility – External			No count available
	24/05/22 - Better Health Outcomes for All - Spotlight on LGBTQ+ Community - External			No count available
	18/07/2022 - Mindout training for LGBT staff - External			No count available
	25/07/22 -Mindout training for LGBT Allies - External			No count available
	20/09/22 - Stonewall Transgender Inclusion Webinar - External			56
	Staff Network session 1			10
Multi Faith	10/03/22 - Ukraine support; conversation and coffee, a time to reflect and connect			17
	05/04/22 - Appreciating Ramadan External			11
	14/06/2022 - Coffee break & catch up			15

Staff Network	Staff Network sessions 6			Average 6
Disability	21st - 27th March 2022 - Neurodiversity Celebration Week – External Events			No count available
	28th March - 3rd April 2022 - World Autism Acceptance Week			No count available
	20/04/22 - Thinking Differently about Autism - External			No count available
	06/05/22 - Hidden Behind Masks webinar (Solent/RNID)			32
	08/11/2022 - Managers SimComm session			90 approx
	02/12/22 - DisAbility Conference			70 approx
	Staff Network sessions 7			Average 10
ALL GROUPS	05/05/22 - What matters to you and has Covid changed this? – External Event			No count available
	19/05/22 - How do I show up with kindness, civility, and inclusion? - External			No count available
	08/06/22 - What contributes to your own and workplace psychological safety? - External			No count available
	23/06/22 - What do we need to equip ourselves for a future of constant, rapid change? - External			No count available
	20/07/22 - Prevention of Violence & Aggression Masterclass - External			No count available
	17/11/2022 -			No count available

	Championing Inclusion and Belonging Conference – External			
BAME	Staff Network sessions quarterly			Average 18
Carers	Staff Network sessions 3			Average 9
50+	Staff Network sessions 4			Average 11