

Reference:	FOI.16846.25
Subject:	Diversity and inclusion training companies
Date of Request:	13 March 2025

Requested:

I would like a list of all organisations/individuals you have paid since 1st January 2021 to provide training/workshops/guidance to your staff and/or leadership/board on the following areas:

- Diversity
- Equity
- Inclusion
- Race/Sex
- Sexual orientation
- Gender identity
- Culture
- Religion

Please also provide the total amount paid to each organisation/individual, broken down by year.

Response:

Hywel Dda University Health Board (UHB) provides, within the table below, a list of the training/workshops/guidance provided to staff for the areas requested, by calendar year, together with the cost, from 1 January 2021 to 31 December 2024.

Calendar year	Topic	Provider	Cost
2021	Active Bystander training	The Active Bystander Company	£1,600.00
2021	Menopause Awareness	The Menopause Team	£600.00
2021	Unconscious Bias x 3 sessions Equality and Diversity Awareness x 4 sessions	Diverse Cymru	£2,800.00
2021	Visual Awareness	Sight Life	£500.00
Total for 2021			£5,500.00
2022			
2022	Active Bystander training	Active Bystander Company	£2,800.00
2022	Menopause Awareness	The Menopause Team	£400.00
2022	Understanding and reflecting the experiences of LGBTQ+ people with disabilities	Stonewall	£54.00

2022	Creating practical change in the workplace	Stonewall	£54.00
2022	Network Group Masterclass (for staff networks)	Stonewall	£120.00
2022	Transgender Awareness for mental health teams	Dr Sophie Quinney the Welsh Gender Service	£100.00
2022	Intro to BSL and DDBA	Wales Council for Deaf People	£3,150.00
Total for 2022			£6,678.00
2023	Leading with cultural intelligence	Above Difference Ltd	£5,880.00
2023	Active Bystander training	Active Bystander Company	£1800.00
2023	Introduction to Anti-racism	No Boundaries Training & Consultancy Ltd	£550.00
Total for 2023			£8,230.00
2024	Active Bystander training	Active Bystander Training Company	£1,800.00
2024	Anti-racism for practitioners and Religion and Belief	Ethnic Youth Support Team	£450.00
Total for 2024			£2,250.00