

Reference:	FOI.18673.25
Subject:	Diversity, Equity and Inclusion (DEI)
Date of Request:	22 October 2025

Requested:

1. The total amount spent by your Health Board on Diversity, Equity and Inclusion (DEI) training and programmes in each of the last three financial years (2022/23, 2023/24, and 2024/25 to date).
2. The number of staff employed by your Health Board whose primary role involves DEI work, broken down by year for the same period.
3. The salary range for these roles, and in particular, the highest salary paid to any member of staff whose primary responsibility is DEI.
4. 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:

1. Hywel Dda University Health Board (UHB) provides within the table below, the total spend on DEI training and programmes, for the 2022/23 to 2024/25 financial years and the period 1 April to 22 October 2025.

Financial year	Spend
2022/23	£6,100.00
2023/24	£6,680.00
2024/25	£7,200.00
1 April to 30 September 2025	£1,490.00

2. & 3. The UHB provides within the table below, the number of staff employed with a primary role of DEI work and the Agenda for Change (A4C) band range, as at 31 March of each financial year and 27 October 2025.

Financial year	Number	A4C band range
31 March 2023	4	Band 6 to Band 8c
31 March 2024	4	Band 6 to Band 8c
31 March 2025	5	Band 6 to Band 8c
27 October 2025	6	Band 5 to Band 8c

A4C salary remuneration is available on the NHS Wales website and can be accessed via the link provided below:

[Pay & Conditions - NHS Wales](#)

4. The UHB provides within the tables below and overleaf, the organisations used to provide training, workshops and guidance to its staff for the areas requested and the amount paid, for the calendar years 2021 to 2024 and 1 January to 22 October 2025.

Calendar year	Provider	Paid
2021	The Active Bystander Company	£1,600.00
	The Menopause Team	£600.00
	Diverse Cymru	£2,800.00
	Sight Life	£500.00
Total		£5,500

Calendar year	Provider	Paid
2022	Active Bystander Company	£2,800.00
	The Menopause Team	£400.00
	Stonewall	£54.00
	Stonewall	£54.00
	Stonewall	£120.00
	Dr Sophie Quinney the Welsh Gender Service	£100.00
	Wales Council for Deaf People	£3,150.00
	Total	

Calendar year	Provider	Paid
2023	Above Difference Ltd	£5,880.00
	Active Bystander Company	£1,800.00
	No Boundaries Training & Consultancy Ltd	£550.00
	Total	

Calendar year	Provider	Paid
2024	Active Bystander Training Company	£1,800.00
	Ethnic Youth Support Team	£450.00
Total		£2,250.00

Period	Provider	Paid
1 January – 22 October 2025	Ethnic Youth Support Team	£4,600.00
	Active Bystander Training Company	£1,620.00
	Adferiad	£400.00
	Ethnic Youth Support Team	£550.00
Total		£7,170.00