

Reference:	FOI.12737.23
Subject:	Diversity staff
Date of Request:	25 September 2023

Requested:

Please include the following information, for the present day:

- The number of staff currently in the Diversity and Inclusion team at the Trust
- The job titles and Agenda for Change pay bands of staff in the Diversity and Inclusion team.

If the Trust doesn't have a dedicated Diversity and Inclusion team, please provide me with the number of staff and pay band of these staff members who have any of the following terms in their job title: "Diversity", "Equality", "Inclusion".

Response:

Hywel Dda University Health Board (UHB) has applied an exemption under Section 21 of the Freedom of Information Act 2000 (FoIA), as some of the information requested is accessible by another means. The UHB has answered a similar Freedom of Information request, FOI.12754.23 - Diversity staff, which is already within the public domain and is available on our disclosure log.

For ease of reference, please click on the attached link, which will take you directly to the UHB's disclosure log webpage:

[Disclosure Log - Hywel Dda University Health Board \(nhs.wales\)](https://www.nhs.uk/disclosure-log)

Additionally, the UHB is withholding the job titles and Agenda for Change (A4C) pay bands of staff in the Diversity and Inclusion team requested. This decision has been made as it is not within the reasonable expectations of these individuals that their personal data would be put into the public domain. This information is classed as personal data of a third party. Therefore, it is being withheld in accordance with the exemption set out in section 40(2) of the FoIA, by virtue of section 40(3)(a) of the FoIA, which permits a public authority to withhold personal data other than the requestor's where the disclosure would breach Data Protection principles.

This information is protected by the Data Protection Act 2018 (DPA)/UK General Data Protection Regulations, as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles of the UK GDPR. This exemption is absolute and therefore, there is no requirement to apply the public interest test.

In reaching this decision, the DPA and UK GDPR define personal data as data that relates to a living individual who can be identified solely from that data or from that data and other information, which is in the possession of the data controller.