

Reference:	FOI.2034.19
Subject:	Equality and diversity
Date of Request:	25 November 2019

Requested:

This is an information request for details of some of the specifics of the Hywel Dda University Health Board's spending in financial years 2019-20, 2018-19 and 2017-18.

If you are unable to provide all of this information within the allotted time, please could you prioritise the information by year in descending order? So 2019-20, followed by 2018-19 and 2017-18?

Please could you provide the following information:

1. How many staff or external consultants have been employed to provide equality or diversity training for staff?
2. What is the average cost of sending one member of staff or an equality or diversity awareness training course?
3. How many staff were given equality or diversity awareness training?
4. What was the total cost of equality or diversity training?
5. How many employees with a job title featuring the words "equality", "inclusivity" or "diversity" has the Hywel Dda University Health Board employed?
6. What was the total value of the salary of all employees with job titles featuring the words "equality", "inclusivity" or "diversity"?
7. Has the Hywel Dda University Health Board issued any new job postings or advertisements for permanent staff, interns, agency workers or temporary workers where the list of requirements, preferences or desired attributes make reference to the sex or race of applicants?

Response:

Hywel Dda University Health Board (UHB) does not hold and is therefore unable to provide the information for all the financial years requested. However, the information the UHB does hold has been provided below.

1. For the financial years 2017/18 and 2018/19, there was no allocated budget for Equality and Diversity training within the UHB. The training during this period was provided by two (2) in-house Equality and Diversity Officers. Training was also provided to UHB staff free of charge by external organisations, such as the Wales Council for the Deaf, Royal National Institute of the Blind etc, many of whom delivered the training from a lived experience perspective.

For the financial year 2019/20, the UHB has commissioned training from two (2) external specialist organisations to increase staff knowledge and understanding in the areas of transgender and Syrian refugees.

The UHB arranged sensory loss awareness training delivered in partnership with Wales Council for Deaf People (WCDEAF) and Deafblind Cymru at no cost to the UHB. The training sessions included contributions from lived experience perspectives, enabling staff to have a better awareness and understanding of the needs of the service users.

Awareness raising training sessions are also provided internally by staff working within the UHB's Strategic Partnerships, Diversity and Inclusion Team. There are currently two (2) posts dedicated to delivering equality and diversity, one (1) of these posts is currently out for recruitment.

2. The average cost of one (1) staff member attending equality and diversity awareness courses varies depending whether the training is delivered internally or externally. Transgender awareness training is externally commissioned and the average cost per person per day is £11.83, excluding the attending staff member's salary cost. Undertaking personal and professional training is a core requirement for all UHB employees.
3. Within the table below the UHB has provided a breakdown of the awareness training delivered and the number of staff members that undertook the training for the financial years 2017/18, 2018/19 and 2019/20 to 30 November 2019:

Training programme	2017/18	2018/19	2019/20
Corporate Induction	1,196	1,056	878
Transgender awareness	N/A	N/A	186
Sensory loss awareness	N/A	N/A	196
Apprenticeship programme	N/A	N/A	52
Destination NHS	N/A	N/A	20
Managers passport plus	80	55	41
Treat me fairly	3,390	4,070	2,192

4. The UHB's total cost for externally commissioned equality and diversity training for the period 1 April to 30 November 2019 is £2,475.00.
5. The UHB has a total of three (3) job titles featuring the words "equality" "inclusivity" or "diversity", with a budget for two (2) Senior Diversity and Inclusion Officers; one post is currently out for recruitment. The senior management lead is the Head of Strategic Partnerships, Diversity and Inclusion. Only a proportion of their time is allocated specifically to equality and diversity work as they have a wider portfolio of responsibilities. Whilst there are only two specific Diversity and Inclusion Officer posts, other members of the Strategic Partnerships, Diversity and Inclusion Team are involved in promoting equality and diversity through the delivery of awareness raising training sessions or through their work co-ordinating services for vulnerable groups.
6. The table below provides the total value of salaries, including on-costs, for UHB employees' job titles featuring the words "equality", "inclusivity" or "diversity" for the financial years 2017/18, 2018/19 and 2019/20 to 30 November 2019:

Financial year	Total cost
2017/18	£94,248
2018/19	£154,194
2019/20	£111,174

7. The UHB has not issued any new job postings or advertisements for permanent staff, interns, agency workers or temporary workers where the list of requirements, preferences or desired attributes make reference to the sex or race of applicants.