

Reference:	FOI.21118.26
Subject:	Equality, Diversity and Inclusion (EDI) training
Date of Request:	23 July 2026

Requested:

I request the following information relating to Diversity, Equity and Inclusion (DEI), Equality, Diversity and Inclusion (EDI), or similarly named programmes and activities within your HB for the last five financial years.

For each financial year, please provide:

1. DEI/ EDI Training Expenditure i.e. how much was spent on external organizations providing DEI training
2. DEI/ EDI Training Content i.e. copies of training materials, presentations, course outlines, learning objectives, handbooks, guidance documents, or other materials used for DEI/ EDI training.
3. DEI/ EDI Staff Positions i.e. list of all roles whose primary responsibility includes DEI, EDI , equality, inclusion, diversity, belonging, positive action, or related functions. Please include an annual salary or salary band

Response:

1. Hywel Dda University Health Board (UHB) provides within the table overleaf, its spend on EDI training with external provides, during the 2021/22 to 2025/26 financial years.

Financial year	Spend
2021/22	£6,950.00
2022/23	£6,100.00
2023/24	£6,680.00
2024/25	£7,200.00
2025/26	£7,940.00

2. The UHB provides within the table below, the course details and materials used for EDI training, during the 2021/22 to 2025/26 financial years.

Financial year	Course name	Learning objectives/course summary
2021/22	Active Bystander training	• Understand what it means to be an active bystander, and why it's important to speak up when something's not right. • Learn how to use the 5Ds (Direct, Distract, Delegate, Delay and Document) to step in safely when you see inappropriate behaviour. • Take action - feeling confident to stand up, speak out, and help create a respectful, inclusive culture across the Health Board.
2022/23	Active Bystander training	See summary provided for the 2021/22 financial year.

	Understanding and reflecting the experiences of LGBTQ+ people with disabilities	• Hosted by Stonewall, some aims of the sessions are: • Understand and explore Language and Terminology, • Understand and explore identities and how our identities impact our experiences, • Understand legislation (Equality Act & Gender Recognition Act), • Explore the impact of an inclusive workplace.
	Men supporting women menopause session	Copies of the materials used are provided at Attachments 1 to 3.
2023/24	Active Bystander training	See summary provided for the 2021/22 financial year.
2024/25	Active Bystander training	See summary provided for the 2021/22 financial year.
	Ethnic Minorities and Youth Support Team (EYST) Anti Racism	• Learn about racially diverse population of Wales • Learn about Anti-racist Wales Action Plan • Discuss racism in work settings and impacts of racism • Discuss supporting minority ethnic patients/clients/individuals • Cultural differences in understanding psychology, in particular mental health • How to be a more inclusive advocate and best practice in relation to supporting ethnic minority communities and individuals
	EYST Religion and Belief Training	• Understand the differences between religion, culture and identity. • Understand discrimination and inequality experienced by different religious groups in the workplace. • Understand the importance of providing inclusive support • How to create a safe environment in workplace.
2025/26	Active Bystander training	See summary provided for the 2021/22 financial year.
	Anti racism training for practitioner	• Learn about racially diverse population of Wales • Learn about Anti-racist Wales Action Plan • Discuss racism in work settings and impacts of racism • Discuss supporting ethnic minority patients/clients/individuals • Cultural differences in understanding psychology, in particular mental health • How to be a more inclusive advocate and best practice in relation to supporting minority ethnic communities and individuals

	Disability awareness and Reasonable adjustments training	• Understand what the social model of disability is • Understand the legal definition of disability in the Equality Act 2010 • Increase awareness of disability-related language and etiquette • Increase awareness of access and inclusion barriers and solutions • Increased awareness of the legal duty on employers to make reasonable adjustments for disabled workers • Gained an understanding of the underpinning principles of the duty to make reasonable adjustments • Improved your understanding of the disadvantages and barriers faced by disabled staff (from all 5 impairment groups) and the potential solutions to overcome these • Identified who has a right to reasonable adjustments, when these are required and who has the responsibility for this
	Trans Identity and Gender Expression Awareness	• Clarifying gender identity, gender expression, and how it differs from sexual orientation. • Addressing myths, misconceptions, common fears and the importance of respectful language. • Identifying potential difficulties individuals who identify as trans may face. • Raise awareness of way to become allies or increase allyship.

3. The UHB provides within the table below, the Agenda for Change (A4C) pay bands and job roles, within its EDI department, as at 31 March for the 2021/22 to 2025/26 financial years.

Financial year	A4C pay band	Job role
2021/22	Band 6	Senior Diversity & Inclusion Officer Strategic Partnership
	Band 8a	Diversity & Inclusion Manager
	Band 8b	Strategic Partnership & Senior Inclusion Manager
	Band 8c	Assistant Director Strategic Partnerships, Diversity & Inclusion
2022/23	Band 6	Senior Diversity & Inclusion Officer Strategic Partnership
	Band 8a	Diversity & Inclusion Manager
	Band 8b	Strategic Partnership & Senior Inclusion Manager
	Band 8c	Assistant Director Strategic Partnerships, Diversity & Inclusion
2023/24	Band 6	Senior Diversity & Inclusion Officer Strategic Partnership
	Band 8a	Diversity & Inclusion Manager
	Band 8b	Strategic Partnership & Senior Inclusion Manager
	Band 8c	Assistant Director Strategic Partnerships, Diversity & Inclusion

	2024/25	Band 6	Senior Diversity & Inclusion Officer Strategic Partnership
		Band 6	Senior Equality & Diversity Officer
		Band 8a	Diversity & Inclusion Manager
		Band 8b	Strategic Partnership & Senior Inclusion Manager
		Band 8c	Assistant Director Strategic Partnerships, Diversity & Inclusion
	2025/26	Band 5	Diversity and Inclusion Officer
		Band 6	Senior Diversity & Inclusion Officer Strategic Partnership
		Band 6	Senior Equality & Diversity Officer
		Band 8a	Diversity & Inclusion Manager
		Band 8b	Strategic Partnership & Senior Inclusion Manager
		Band 8c	Assistant Director Strategic Partnerships, Diversity & Inclusion