

Reference:	FOI.16627 & 16647.25
Subject:	Equality, Diversity and Inclusion
Date of Request:	18 and 19 February 2025

Requested:

FOI.16627

1. I would like to know how many Equality, Diversity and Inclusion Practitioners were employed in your health board in the years 2021, 2022, 2023 and 2024.
2. Please also confirm the salary band range of this role for each respective year.

FOI.16647

1. I would like to know how much was spent on diversity and inclusion training for your staff in the calendar years 2021, 2022, 2023 and 2024.

Response:

FOI.16627

1. Hywel Dda University Health Board (UHB) provides, within the table overleaf, the Full Time Equivalent (FTE) Equality Diversity and Inclusion Practitioners that were employed during the 2021 to 2024 calendar years.

	2021	2022	2023	2024
Number employed	4	5	5	5

2. The UHB provides the salary bands and ranges for Equality, Diversity and Inclusion Practitioners during the 2021 to 2024 calendar years at Attachment 1.

FOI.16647

1. The UHB provides, within the table below, the amount spent on Diversity and Inclusion training for its staff during the 2021 to 2024 calendar years.

Year	Spend
2021	£4,722.00
2022	£7,288.00
2023	£7,480.00
2024	£2,610.00

Additionally, staff also had the opportunity to access free training, which is made available by partners. Some of these include:

- The Healthcare People Management Association (HPMA)
- Advisory, Conciliation and Arbitration Service (ACAS)