

Reference:	FOI.5333.21
Subject:	Stonewall
Date of Request:	12 February 2021

Requested:

Please provide any information that you hold answering to any of the following descriptions:

1. Any application you made in 2019 or 2020 to be a “Stonewall Diversity Champion” or to be included on Stonewall’s “Workplace Equality Index,” including any attachments or appendices to those applications. Please redact personal details if necessary.
2. Any feedback you received in 2019 or 2020 from Stonewall in relation to either application or programme.
3. Any other communication you have received from Stonewall in 2019 or 2020 unless privileged or otherwise exempt from disclosure (but if you claim privilege or exemption in relation to any material, please say in broad terms what the material is and the basis on which you claim to be entitled to withhold it).
4. Full details of any equality impact assessment you carried out connected with any of these applications (including any equality impact assessment carried out prior to an earlier application of the same kind, if no further assessment was done).
5. Details of the total amount of money you paid to Stonewall (i) in 2019; (ii) in 2020, whether or not as payment for goods or services.
6. Whether you intend to continue your membership of any Stonewall scheme in the future, and if so which.

Response:

1. Hywel Dda University Health Board (UHB) provides a copy of its 2019 Stonewall Workplace Equality Index submission, at Attachments 1 to 10.
Due to the pressures placed on the UHB by the pandemic, the 2020 Index has not been submitted.
2. The UHB confirms that it does not hold any documentation as the 2019 submission was delivered face to face via Microsoft Teams.
3. The UHB is unable to provide you with the information requested, as it is estimated that the cost of answering your request would exceed the “appropriate level” as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004. The “appropriate level” represents the estimated cost of one person spending 18 hours or (2 ½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

The information requested was held on an ex-employees IT account and therefore, the information is not easily accessible. The UHB would need to contact its IT department to ascertain if any information within this account is still available and arrange for the possible restoration of the account. A manual trawl of all records would then need to be undertaken to identify any information that would fulfil your request.

The UHB is therefore applying an exemption under Section 12 of the Freedom of Information Act 2000 (FOIA), which provides an exemption from a public authority's obligation to comply with a request for information where the cost of compliance is estimated to exceed the appropriate limit.

4. The UHB confirms that it does not Equality Impact Assess the submissions to the Index. However, evidence gathered as part of the submission and associated feedback is used as basis to inform future work programmes.
5. The UHB provides, within the table the below, the costs paid to Stonewall, during the calendar years 2019 and 2020.

Calendar year	Membership fee	Conference attendance fee
2019	£3,000.00	£810.00
2020	£3,000.00	£0.00

6. The UHB is committed to advancing workplace inclusion for all staff, and therefore, intends to continue with the membership of the Diversity Champion scheme.