



Resolution

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April 2024
FOI_6449

The following information was requested on 13 March 2024:

This is an information request relating to staff networks.

Please include the following information for the following years, 2019/20, 2020/21, 2021/22 and 2022/23:

- 1 A list of all the staff networks at the organisation*
- 2 Whether each network receives internal funding and, if so, how much (please express annually for the last four financial years)*
- 3 How much FTE equivalent staff time each network is entitled to. For example, a staff network may have a chair who's entitled to spend 10% of their working hours devoted to the network (please express annually for the last three financial years)*
- 4 A list of events that each network has held in this financial year so far (April to the present day), including the title of the event, information on any guest speakers and the time of the event.*

Our Response

1. We currently have three staff networks:

Diversity Matters

The Diversity Matters staff network is open to all NHS Resolution staff (permanent, temporary and volunteer) who identify themselves as a member of a Black, Asian, or Minority Ethnic Group. It is also inclusive and open to all staff members who have an interest in Black, Asian, or Minority Ethnic issues and would want to identify as an ally.

Disability Network

The Disability network is open to all NHS Resolution staff and aims to provide a supportive, non-judgemental and confidential space for people with disabilities and people with an interest in the field of disability and inclusion.

Pride and Progress Network

The Pride and Progress Network aims to create a safe space for LGBTQ+ colleagues and allies across NHS Resolution. Working alongside the other staff networks to support the ED&I Strategy and Action Plan, this network aims to raise awareness, education and support for LGBTQ+ identities and experiences.

2&3. Staff undertake activities in relation to the network groups as part of their normal working hours and also in their own time. The network meetings are open to all staff to attend, and the cost of time spent is not captured. Staff receive support from HR&OD in taking forward any initiatives that come out of the network group discussions.

4.

Date and time	Network	Event	Guest/external speakers
10 May 2023 – 1.30pm – 3.00pm	Diversity Matters Disability Network Pride and Progress Network	NHSR Staff Networks meeting	Guest – name is exempt. Please see the personal data exemption below for further explanation.
17 May 2023 – 12.30pm – 1.30pm	Disability Network	Hidden Disability Sunflower Scheme launch meeting	No guest/external speaker.
8 June 2023 – 10.00am – 11.30am	Pride and Progress	Network meeting	No guest/external speaker.
14 June 2023 – 2.00pm – 3.30pm	Diversity Matters	Network meeting	No guest/external speaker.
5 July 2023 12 noon – 2.00pm	Diversity Matters	Celebrating 75 years of NHS and Windrush	No guest/external speaker.
27 July 2023 - 2.00pm – 3.30pm	Diversity Matters	Network meeting	Guest – name is exempt. Please see the personal data exemption below for further explanation.
20 September 2023 – 1.00pm – 2.00pm	Disability Network	Network meeting	No guest/external speaker.
3 October 2023 – 10.00am – 11.30pm	Pride and Progress	Network meeting	No guest/external speaker.
12 October 2023	Diversity Matters	Network meeting	Guest – name is

– 2.00pm – 3.00pm			exempt. Please see the personal data exemption below for further explanation.
1 February 2024 – 2.00pm – 3.30pm	Pride and Progress	Network meeting	No guest/external speaker.
14 March 2024 – 1pm – 2pm	Diversity Matters	Network meeting	No guest/external speaker.

Personal Data Exemption

The names of Guests and External Speakers is exempt under Section 40(2) by virtue of section 40(3A)(a) of the FOI Act, where disclosure to a member of the public would contravene one or more of the data protection principles. The data protection principles are set out in Article 5 of the General Data Protection Regulation. We take the view that it would not be fair or lawful to disclose such information and any disclosure would therefore contravene the first data protection principle.

These individuals were not told their personal data would be processed in this way and we do not believe they would have a reasonable expectation that their personal information will be used in this way. NHS Resolution believes it has a greater responsibility to protect those individuals' identities, as disclosure could potentially cause damage and/or distress to those involved.

This concludes our response to your request.

If you are not satisfied with the service that you have received in response to your information request, it is open to you to make a complaint and request a formal review of our decisions. If you choose to do this, you should write to [Tinku Mitra](#), Deputy Director of Corporate and Information Governance, Data Protection Officer for NHS Resolution, within 28 days of your receipt of this reply. Reviews of decisions made in relation to information requests are carried out by a person who was not involved in the original decision-making about the request.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a review of the decision. Generally, the Information Commissioner will not make a decision unless you have exhausted the local complaints procedure. The address of the Information Commissioner's Office is:

Wycliffe House
Water Lane
Wilmslow
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