



Resolution

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January 2023
FOI_5731

The following information was requested on 20 December 2022:

Please advise:

- 1. How many staff (as measured by full-time equivalents) do you employ to work on Equality, Diversity and Inclusion (EDI)?*
- 2. What was your spending on Equality, Diversity & Inclusion (EDI) for the financial year 2021/22 and what is the budget for Equality, Diversity and Inclusion (EDI) in the current financial year?*
- 3. What was your spending on Equality, Diversity & Inclusion (EDI) training for the financial year 2021/22 and what is the budget for Equality, Diversity and Inclusion (EDI) training in the current financial year?*
- 4. How many staff working days do you estimate were lost from regular work due to Equality, Diversity & Inclusion (EDI) training for the financial year 2021/22 and what is your estimate of staff working days that will be lost from regular work due to Equality, Diversity and Inclusion (EDI) training during the current financial year?*

Our Response

- 1. How many staff (as measured by full-time equivalents) do you employ to work on Equality, Diversity and Inclusion (EDI)?**

Nil, although staff do have elements of EDI in their job roles. Details of these roles with an approximate indication of time spent on EDI are set out below.

- Head of OD, Learning and Education (Band 8b) - approximately 3 hours per week
- Senior OD Adviser (Band 7) – approximately 3 hours per week
- OD Adviser (Band 6) – approximately 3 hours per week

Details of remuneration costs for these roles can be found here - [Pay scales for 2022/23 | NHS Employers](#)

The Organisation's Director of Finance and Corporate Planning represents the organisation as Executive Sponsor for Race and attends our Staff Network meetings (which in terms of time is around 1 hour per month). Details of remuneration cost for

this role can be found at page 86 of [NHS Resolution - Annual report and accounts 2021/22](#)

2. What was your spending on Equality, Diversity & Inclusion (EDI) for the financial year 2021/22 and what is the budget for Equality, Diversity and Inclusion (EDI) in the current financial year?

There is an annual corporate training budget (as opposed to an EDI budget) – this is reserved for all learning and development interventions that are identified through our staff Performance Appraisal Development Review (PADR) process.

3. What was your spending on Equality, Diversity & Inclusion (EDI) training for the financial year 2021/22 and what is the budget for Equality, Diversity and Inclusion (EDI) training in the current financial year?

All staff joining NHS Resolution are required to undertake statutory training which meets our legal obligations and includes those set out in the Equality Act 2010. Staff are required to undertake an e-learning module through [e-learning for healthcare](#) titled Equality, Diversity and Human rights (level 1). This module is available at no cost to the NHS. All staff are asked to repeat this training module every three years.

4. How many staff working days do you estimate were lost from regular work due to Equality, Diversity & Inclusion (EDI) training for the financial year 2021/22 and what is your estimate of staff working days that will be lost from regular work due to Equality, Diversity and Inclusion (EDI) training during the current financial year?

As above, all staff are required to undertake a statutory EDI training module to meet legal obligations. This module takes less than an hour and is required once every three years.

During 2021/22 there were two live staff networks, these are not training events but are learning opportunities and are optional to all staff. Time away to accommodate these networks are set out below:

- Diversity Matters staff network who meet for 1.5 hours bi-monthly
- Disability staff network who meet for 1.5 hours quarterly.

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 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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