

Our Ref: 560/2023
November 2023

Re: Your request made under the Freedom of Information Act 2000

I am writing on 1 November 2023 to make an open request for all the information to which I am entitled under the Freedom of Information Act (FOI) 2000. In order to assist you with this request, I am outlining my query as specifically as possible.

My questions are related to 'diversity, equity and inclusion' (DEI). I recognise organisations may have different names for 'diversity, equity and inclusion'. Therefore, in the spirit of The Freedom of Information Act, please take this phrase to also mean 'diversity, equality and inclusion' or whatever your organisation terms the DEI framework, and to apply to discrete elements of the DEI framework – EG 'diversity' training sessions, or 'inclusivity' training sessions, as well as training sessions that are related to the DEI framework – EG 'unconscious bias' training, or 'gender identity' training.

Please tell me the following:

1. Broken down annually, from 2019 to present how many training sessions related to 'Diversity Equity and Inclusion' have employees of your organisation been invited to complete? If possible, please detail how many of these training sessions were mandatory for employees to attend, and how many were voluntary. If possible, please also detail how many of these training sessions were led by internal staff, and how many by external providers.

2019 – this data is not available

2020 – EDI training cancelled due to COVID restrictions

2021 – 42 EDI training sessions scheduled

2022 – 42 EDI training sessions scheduled

2023 – 55 EDI training sessions scheduled.

EDI training is mandatory for employees to attend every 3 years. It is delivered as part of induction for new employees into the trust. EDI training is delivered by internal employees.

Please share with me the titles of the five most recent DEI-based training sessions provided to your organisation's employees.

1. EDI Walkabout Safe Space sessions
2. Leading with a Focus on EDI
3. EDI Sound bites
4. EDI with Freedom to Speak Up
5. Everyone Counts – Civility & Respect

2. How many staff members whose role is predominantly focussed on DEI does your organisation employ? For example, employees with titles such as 'diversity manager', 'head of inclusion', or 'head of culture'. Please also inform me how many such roles your organisation held at year end (or whenever you measured them) in 2022, 2021, 2020 and 2019.

2019 – one

2020 – one, two from November 2020

2021 – two

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2022 – four (two were on 12 month secondment from external Funding)

2023 - two

3. Please inform me how many internal grievances have been raised by employees of your organisation from 2019 to present, broken down by year.

2019	3
2020	19
2021	21
2022	23
2023	14

4. Please inform me how many internally raised grievances have resulted in disciplinary procedures being instigated from 2019 to present, broken down by year.

Trust systems do not capture data in a manner that enables an informed response to be provided in answer to this question

5. Please inform me how many of your employees have received sanctions following disciplinary procedures that arose as a result of internally raised grievances from 2019 to present, broken down by year. If possible, please detail how many instances of each outcome were enacted (EG number of written warnings, number of dismissals etc); please also break this information down by calendar year.

Trust systems do not capture data in a manner that enables an informed response to be provided in answer to this question

6. If possible, please inform me what your organisation's total expenditure (or budget, if expenditure is too time-consuming/difficult to calculate) has been for external 'DEI' training sessions from 2019 to present, broken down by year.

All EDI training has been delivered internally.

7. If possible, please inform me what your organisation's current salary budget or expenditure (whichever is more convenient) is for staff members whose roles are predominantly focussed around DEI. Please also provide this information for 2019, 2020, 2021 and 2022, broken down by calendar or financial year, whichever is more convenient.

2019 – none

2020 – Band 8c pay scale on NHS Agenda for Change (from November 2020- Band 8a pay scale on NHS Agenda for Change)

2021 – Band 8a pay scale on NHS Agenda for Change, Band 8c pay scale on NHS Agenda for Change

2022 – Band 8a pay scale on NHS Agenda for Change, Band 8c pay scale on NHS Agenda for Change

2023 - Band 8a pay scale on NHS Agenda for Change, Band 8c pay scale on NHS Agenda for Change

8. If possible, please tell me how many staff your organisation currently employs. Please also tell me how many staff your organisation employed (at whichever point in the years you have measurements to hand for – EG year-end) in 2022, 2021, 2020 and 2019.

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The table below details the numbers of employees of DBTH under the following types of employment contracts (fixed term, permanent and locum) as of the 31 of March for each of the years below.

Year	Head Count
2019	6496
2020	6667
2021	6732
2022	6802