

Date: 22/08/2022

FREEDOM OF INFORMATION REQUEST - Ref: FOI/016353 - Job roles that address issues of Equality, Diversity and Inclusion (EDI)

I would like to know the number of employees within your trust whose job roles formally require them to address issues of Equality, Diversity and Inclusion (EDI), including but not limited to all staff whose job title has EDI, Equality, Diversity, or Inclusion in it, as well as all remuneration costs for these roles.

- To see previous responses please go to the Freedom of Information request disclosure log on the Trust website [Disclosure log – The Dudley Group NHS Foundation Trust \(dgft.nhs.uk\)](https://www.dgft.nhs.uk/disclosure-log) and in the search box type in 016289 and 016186.

The Board of Directors and Senior Leadership Teams are all formally required to address any issues of inequality and implement actions to improve our diversity, creating an inclusive environment.

Does your NHS trust have an EDI strategy, a diversity strategy, or any other strategy aimed at increasing the amount of female, BAME, LGBT+, or disabled employees? - Yes, but this is still waiting sign off before launch.

What are the costs related to the development and implementation of these strategies? - Unable to specify, work would be carried out as part of job roles, this would not be split by how much time a staff member worked on any individual piece of work.

Is your NHS trust involved in any other project or initiative aimed at promoting diversity, in terms of gender, ethnicity, nationality, sexual preference or ablebodiedness, and if so, what are the costs related to these projects or initiatives? - To see previous responses please go to the Freedom of Information request disclosure log on the Trust website [Disclosure log - The Dudley Group NHS Foundation Trust \(dgft.nhs.uk\)](https://www.dgft.nhs.uk/disclosure-log) and in the search box type in 016289 and 016186

**Also**

Race Code National RACE Equality Code which provides us with the opportunity to use a robust framework to demonstrate accountability.

This is who I am project - one off 15K. Project aimed at improving declaration rates for disabilities

Employers Network for Equality and Inclusion (enei) Tide Mark, 2k per annum - The Employers Network for Equality & Inclusion is the UK's leading employer network covering all aspects of equality and inclusion issues in the workplace.

TIDE, enei's self-assessment evaluation and benchmarking tool, measures an organisations approach and progress on diversity and inclusion Birmingham Pride March 2022, 24th September 2022 , approximately £300