

Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ

Ref: FOI-000219

Date: 1/8/23

Address / Email:

Dear

Request Under Freedom of Information Act 2000

Thank you for requesting information under the Freedom of Information Act 2000, please see response below.

Please supply me with the above information.

1. How long has the organisation had an Equal Opportunities/ Equality, Diversity/inclusion policy/strategy?

The Trust Equal Opportunities policy was ratified on 1st December 2022. - Please see attached policy and please note names and phone numbers have been redacted. Any links to internal Trust documents will not be accessible outside of Trust systems.

The Trust Equality, Diversity and Inclusion Strategy (Journey) was launched in May 2023 - To see the Trust's EDI Journey please go to our external website [Equality, Diversity, and Inclusion - The Dudley Group NHS Foundation Trust \(dgft.nhs.uk\)](https://www.dgft.nhs.uk/equality-diversity-and-inclusion)

Both the policy and strategy has gone through a Trust wide consultation process as well as engagement from our staff equality networks, therefore the policy and strategy have been codesigned, taking into account staff lived experience.

2. When was the OUTCOME of the above policies/strategies evaluated?

Both the policy and strategy has undergone the Equality Impact assessment (EqIA) process ensuring any adverse impact has been identified and mitigated. The EqIA's for the Equal opportunities policy and the EDI Strategy was undertaken in 2022.

3. What were the complete findings?

The Equality Impact assessment aim is to mitigate any inequality in the provision or practice of the policy or the Equality, Diversity and Inclusion Journey. Extensive research and consultation was conducted throughout the development of both documents. The Trust focused on the nine protected characteristics listed within the Equality Act 2010 and health and social inequalities to form and shape the Policy and Journey.

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

FOI/REF FOI-

Information Governance Manager
Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ
Email: dgft.dpo@nhs.net

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 0303 123 1113
www.ico.org.uk

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

Freedom of Information Team
The Dudley Group NHS Foundation Trust