



Ref: FOIA Reference 2022/23-539

Date: 5th January 2023

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 20th December 2022 and 21st December requesting information under the Freedom of Information Act (2000) regarding Communications and Equality, Diversity and Inclusion Training

Under section 12 of the FOI Act we were aggregating these requests on Communications and Equality, Diversity and Inclusion Training

Your new reference number for both is 539-2223

The section 12 exemption states:

The authority can combine related requests received within a period of 60 consecutive days from:

- The same person or
- People who appear to be acting in concert or in pursuance of a campaign.

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Request #1

Q1 How many staff (as measured by full-time equivalents) do you employ to work on communications? Please include all internal and external communications including work on your website, media queries and social media.

A1 I can confirm that the Trust holds information regarding this question but feel this information is exempt under section 21: *information reasonably accessible by other means*. This is because the information is available via the Trust's public website at the following link: FOI ref 293-2223- August 2022

<http://www.uhnm.nhs.uk/about-us/regulatory-information/freedom-of-information-publication-scheme/freedom-of-information-disclosure-log/>

Q2 What was your communication spending for the financial year 2021/22 and what is the budget for the current communications spending in the current financial year?

- A2 See below:
Communications spend for 2020/2021 was £100,512.86
Communications budget for 2021/2022 is £142,297

Request #2

- Q1 How many staff (as measured by full-time equivalents) do you employ to work on Equality, Diversity and Inclusion (EDI)?**

- A1 I can confirm that the Trust holds information regarding this question but feel this information is exempt under section 21: *information reasonably accessible by other means*. This is because the information is available via the Trust's public website at the following link: FOI ref 254-2223- August 2022

<http://www.uhnm.nhs.uk/about-us/regulatory-information/freedom-of-information-publication-scheme/freedom-of-information-disclosure-log/>

- Q2 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?**

- A2 See below:
2021/22 spend = £500
2022/23 budget = £8,500

- Q3 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?**

- A3 There is no separate budget for EDI training as it is covered by other training budgets. As statutory & mandatory equality training is delivered via eLearning there is very little associated cost.

- Q4 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?**

- A4 For the sake of calculation, we have assumed a standard working day is 7.5 hours, however, please note many staff work other day lengths.

EDI training is very important to UHNM so we do not class training as "lost" time. However, in 2021/22 3959 people completed EDI eLearning equating to 171 working days.

Our NHS People, face-to-face training runs for 6 hours (minus breaks) = Completed by 117 people which equates to 94 days.

Total days (7.5 hours) committed to attending equality training programmes in 2021/22 = 265 days. However, equality, diversity and inclusivity is a golden thread that runs through many of our training programmes.

Estimate for 2022/23, based on training completed between 01/04/22 and 30/11/22, planned classes, and average attendance is 427 days.

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.

Yours,



University Hospitals
of North Midlands
NHS Trust

L Carlisle

Leah Carlisle
Head of Data, Security & Protection/ Data Protection Officer

