

Reference Number: FOI202223/222
From: Private Individual
Date: 08 August 2022
Subject: Financial efforts to promote diversity and EDI strategy

Under the Freedom of Information Act I would like to request the following information regarding the financial efforts of your NHS (foundation) trust to promote diversity.

Q1 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.

A1 Within the Trust it is expected that all employees would address issues of EDI that they become of aware and impact upon them, their team or employees within their team.

The Trust's Head of EDI role is a shared post with another local NHS Trust; as Alder Hey would not directly employ the post holder it is not possible to confirm the exact remuneration for this role.

Q2 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?

A2 The Trust is committed to EDI and as such utilises different sources of information available to support this such as the Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) data as well as policies. The Trust has an ED&I Steering Group whose purpose is to oversee the Trusts strategic ambitions and specific Equality Diversity and Inclusion (EDI) goals, and to ensure that EDI is at the heart of the Trusts policies and practices as an employer, health care provider and procurer or service. The Trust's WRES and WDES action plans are freely available on our website and provide specific actions regarding the EDI agenda.

Additionally, please refer to the Trust's People Plan which details the aims and goals for the Trust's workforce over the next 5 years which includes EDI; this document is available on the website.

<https://alderhey.nhs.uk/about-us/our-board/publications>

Q3 What are the costs related to the development and implementation of these strategies?

A3 Information not held - The information referred to in question 2 is provided by a variety of staff across the organisation as part of their role and doesn't relate to one specific managed budget, therefore it is not possible to provide costs.

Q4 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?

- A4 The Trust is involved in the below projects or groups:
- The Trust has an ED&I Steering Group as well as a Reasonable Adjustments Group that support and promote diversity within the Trust.
 - Disability Confident Employers Scheme (two ticks)
 - Positive action to encourage individuals from underrepresented groups.
 - Encourage recruiting managers across the Trust to ask an EDI question as standard as part of their interview process.
 - Encourage recruiting managers to include a BAME representative on interview panels for certain roles
 - The Trust worked in collaboration with The Princes Trust and undertook a work placement scheme for a number of young people from underrepresented groups including BAME and those identifying as neurodivergent.
 - The Trust is working towards relaunching its Staff Network Groups which include, BAME Network, Disability Network and LGBTQI+ Network

The projects/groups referred to above are supported/provided by a variety of staff across the organisation as part of their roles. It doesn't relate to one specific managed budget, therefore it is not possible to provide costs.