



Freedom of Information Request FOI 22 113

Equality, Diversity and Inclusion Training

Query and Response:

Please advise:

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

2.5

2. 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?

Spending 21/22 - £5715 Budget 22/23 - £16,500 (Currently only spent £5,159, but still have purchases to make)

3. 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? Cylix module and neurodiversity training

21/22 - £1,044 – Cylix eLearning module

21/22 - £1,050 – Neurodiversity external speaker

22/23 - £1,044 – Cylix eLearning module

The majority of training designed and delivered in house.

4. 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?

Equality, Diversity and Inclusion training is delivered throughout the year in a number of formats, including the delivery of formalised learning sessions by external specialists, as well as inhouse delivery. In addition, new starters are required to complete training during their induction and all staff are required to complete e-learning packages and encouraged to engage with online materials and lunch and learn sessions. We have calculated that approximately 292 hours have spent by staff completing e-learning, 38 hours have been spent by new starters attending induction, 495 hours have been spent by managers attending leadership forums and 106 hours have been spent by staff attending specialised Equality, Diversity and Inclusion training sessions. This totals 931 hours, which is broadly equivalent to 116 working days (if calculated using an eight hour working day). It is expected that a similar level of training will have been provided during the current financial year.

It is not always recorded when an individual attends a voluntary training session (particularly if it is in their own time, such as over a lunch break) or if they seek out Equality, Diversity and Inclusion related training materials that are accessible to all staff, therefore, the true amount time committed may be higher than the figure provided.

Information/Detail accurate on the date provided: 03, January 2023