

Freedom of Information Request

Reference Number: [EPUT.FOI.22.2607](#)
Date Received: [11.08.2022](#)

Information Requested:

1. 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 (ED&I), including but not limited to all staff whose job title has 'ED&I', 'Equality', 'Diversity' or 'Inclusion' in it, as well as all remuneration costs for these roles.

[Director of Employee Experience, Equality and Inclusion: VSM \(Very Senior Management\)](#)
[Equality Advisor Band 7](#)

They are responsible for implementation and development of the ED&I Framework and these are in line with [Agenda for Change](#) (NHS Employers). Both are supported by the Staff Engagement and HR Teams as well as the Experience Managers on driving the ED&I key messaging and projects.

2. Does your NHS trust have an ED&I strategy, a diversity strategy, or any other strategy aimed at increasing the amount of female, BAME, LGBT+, or disabled employees?
Yes, EPUT has an overall ED&I Framework, which has been completed and will be launched in September 2022 for use in the upcoming year. This uses data from NHS England's Workforce Race Equality Strategy and Workforce Disability Equality Strategy (WRES and WDES) as well as internal metrics such as staff survey data and implementation goals.

We also publish employment targets set by NHS England for BAME staff levels in senior roles as part of the WRES. The WRES and WDES results are available on our [Essex Partnership University \(eput.nhs.uk\)](#) and updated annually in October.

3. What are the costs related to the development and implementation of these strategies?
At present these are developed by the staff listed above as part of their role with staff from other key areas (recruitment, HR) providing support as part of their existing roles. We also work closely with Staff Networks and their Chairs (EPUT Staff Volunteers) for these projects.
4. 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?
In collaboration with Mid and South Essex ICS we have won a bid to receive a £30k investment for Civility and Respect to tackle bullying, harassment and microaggressions which are indicators in both the Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) where we need to make improvement. We will be planning a series of events, webinars and focus groups to raise awareness and discuss key priorities. In addition, we work with our

Network Chairs to celebrate and promote key awareness days, such as disability history month, Pride and Black History Month.

Publication Scheme:

As part of the Freedom of Information Act all public organisations are required to proactively publish certain classes of information on a Publication Scheme. A publication scheme is a guide to the information that is held by the organisation. EPUT's Publication Scheme is located on its Website at the following link <https://eput.nhs.uk>