

20 December 2022

Equality, diversity, or inclusivity staffing

Please can your organisation provide the following information:

- a) **The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) “EDI officers” or “diversity and inclusion project managers” but would not include general HR managers.**

Equality Team, Human Resource & Organisational Development Directorate - Headcount 3, (please see WTE below)
 Planning & Equality Team, Performance Planning & Information Directorate - Headcount 4, (Please see WTE below)

- b) **Either a) the pay band of each of these roles,**

1x Band 6 HR Equality Team	1.00 WTE
3 x Band 7 HR Equality Team *Planning & Equality Team *Planning & Equality Team	1.00 WTE 0.61 WTE 0.80 WTE
2x Band 8a *HR Equality & Improving Working Lives Team *Planning & Equality Team	1.00 WTE 0.90 WTE
1x Band 8b *Planning & Equality Team	1.00 WTE
<i>*Please note these roles involve other responsibilities and therefore none of the aforementioned posts work exclusively on equality.</i>	

Payband information from HSC NI Jobs [Pay Bands in Health & Social Care - HSCNI Jobs](#)

Band	Entry	Progression After	Intermediate	Progression After	Top
Band 6	£32,306	2 Years	£34,172	3 Years	£39,027
Band 7	£40,057	2 Years	£42,121	3 Years	£45,839

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Band	Entry	Progression After	Top
Band 8a	£47,126**	5 Years	£53,219
Band 8b	£54,764**	5 Years	£63,862

** Consolidated payment continues to apply to those eligible as at 31 March 2021.

or b) the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences.

- c) In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants. (staff days = duration of the training programme multiplied by the number of staff in attendance for the course). If unable to provide please mark as N/A in your return.**

Training lasts anything from 1-1.5 hours per session.

4394 employees attended Equality Training between November 2021-November 2022.

Training is now available online to ensure that staff have an alternative means of undertaking training and can do it at a time that suits them.