

25 January 2022

Equality, Diversity and Inclusion Training

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

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 these posts do not work exclusively on equality, diversity & inclusion.</i>	

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?

It is not possible to quantify within the 18 hour timeframe except to state that the staff as listed in item 1 above, are employed within the [HSC Agenda for Change](#) pay scales.

With the exception of the Band 6 & Band 7 HR roles, the other posts are not exclusively engaged in Equality, Diversity & Inclusion.

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?

As per question 2 above, it is not possible to quantify within the timeframe except to state that training staff and managers in Equality, Diversity & Inclusion is a statutory, mandatory requirement within the Trust. We are an equal opportunities employer that embraces equality, diversity and inclusion in its widest sense.

There is not a specific budget for delivering EDI training. It is integral to the job role of the HR Band 6 & Band 7 staff members and also, the Planning and

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Equality Band 7 staff. The training is mostly delivered on-line using regionally developed virtual materials for HSC NI staff.

- 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?**

Zero staff working days were lost. 4394 employees attended Equality Training between November 2021-November 2022. As stated above, mandatory Equality, Diversity & Inclusion training is delivered as part of the Trust's statutory mandatory training commitment and training lasts 1.5 hours approx. and 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.