

19 August 2026

Equality, Diversity and Inclusion or Similar Programmes & Activities

I request the following information relating to Diversity, Equity and Inclusion (DEI), Equality, Diversity and Inclusion (EDI), or similarly named programmes and activities within your council for the last five financial years. For each financial year, please provide:

1. DEI / EDI Training Expenditure, i.e. how much was spent on external organizations providing DEI training?

The vast majority of our training is provided in house, with mandatory equality training being provided online on a regional basis. Therefore, there is no cost to Belfast Health and Social Care Trust.

The British Deaf Association (BDA) and Employers Forum for Disability NI (EFDNI) have provided training, but this is covered under the Department of Health's Strategic Planning and Performance Group (SPPG) contract with BDA and as part of our membership with EFDNI.

Belfast Trust has supported funding the development of regional Equality, Diversity and Inclusion initiatives to provide guidance and support to staff, as outlined below.

Human Rights Animation/Guidance	One off payment	24/25	£1,060
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The Trust has commissioned the following training from external organisations:

Cultural Competency Training	Sessional Training	23/24 24/25 25/26	£7600
Roma Awareness Training	Sessional Training	24/25	£600
Diversity NI	One off Payment OCN Level 4 Course	22/23	£404.14
Traveller Cultural Awareness Training	Sessional Training	25/26	£446.55

19 August 2026

2. DEI / EDI Training Content, i.e. copies of training materials, presentations, course outlines, learning objectives, handbooks, guidance documents, or other materials used for DEI / EDI training.

Human Resources	Your employment equality data- why it matters	Employment Equality Data
	International nurses- Welcome Pack	International Nurses Booklet
Planning & Equality	Communicating with a person who uses Augmentative and Alternative communication (AAC)	AugmentativeandAlternativeComms
	Accessible and Inclusive Communication Pack	Accessible and Inclusive Communication
	An Introduction to making written information Easy Read	Easy Read
	Equality screening toolkit	Equality Screening
	Rural Needs Screening toolkit*	NI Rural Health and Care toolkit
	Faith, Spiritual and Cultural Handbook- Caring for a person near death and after death	Faith, Spiritual and Cultural Handbook
	A Human Rights-based approach in Health and Social Care services- Training resource	Human Rights-based approach to HSC
	Human rights approach to Healthcare *	HSC, FREDA Animation Videos & Movies on Vimeo
	Interpreting and Translation guidance	Interpreting
	Guidance for Belfast Trust staff: Read & Write software	Read&Write Staff Guidance
	Staff Guidance: Reporting a hate crime	Reporting a Hate Crime
	Safe Prescribing and Accessible Communication for everyone (SPACE initiative)	SPACE Initiative
	Making Communication Accessible to all	Attachment 1
	Equality training manual	Attachment 2
	Equality guidance for Board members	Attachment 3
	HSC Mandatory Equality Training (Facilitated sessions arranged on an ad hoc basis)	Attachment 4 – links to videos included in the document are outlined below for ease of access: Blind spots: Overcome stereotypes Good Relations Week
	Human Rights Training	Attachment 5
	Disability Awareness Training	Attachment 6

19 August 2026

	Equality Screening Masterclass	Attachment 7

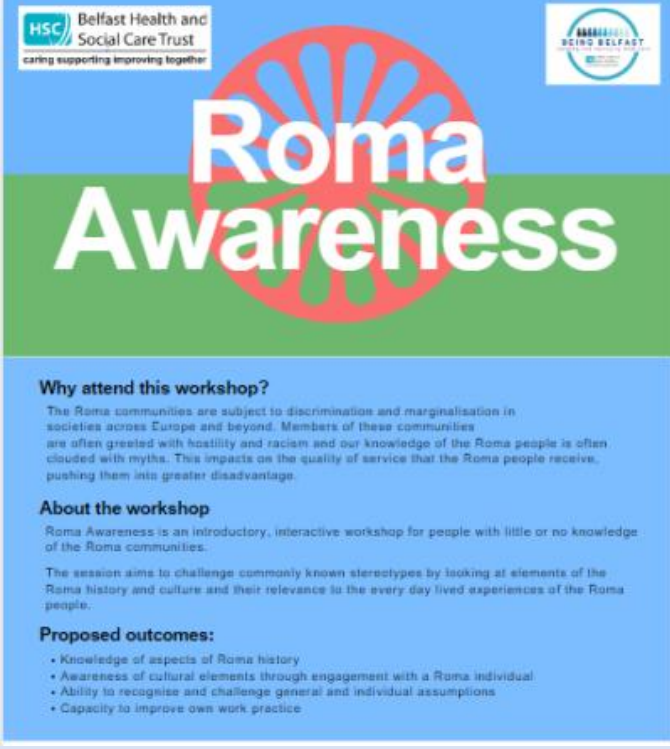
You will note that within some of the attached documents, we have redacted the names / identifiers of individuals who are not employees of Belfast Trust or who are no longer employed by the Trust.

The redacted information is exempt under Section 40(2) of the Freedom of Information Act 2000 – Personal information relating to a third party. This is deemed to be personal information about another individual and disclosure would breach one or more of the principles of the Data Protection Act.

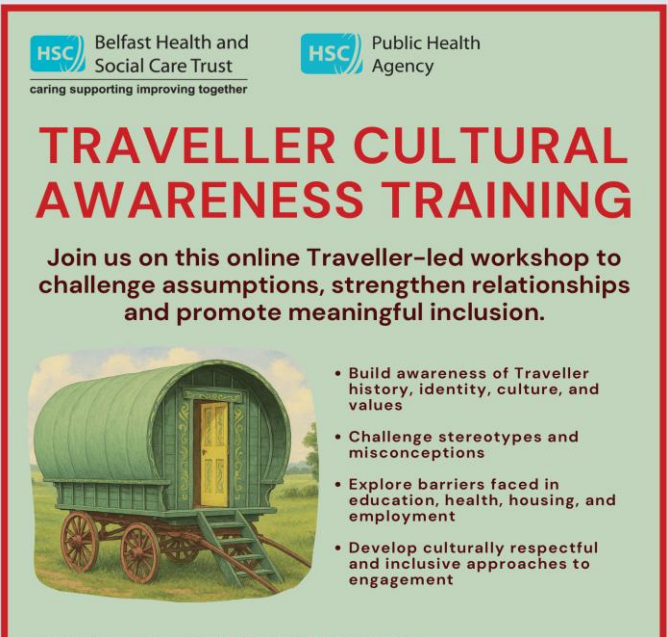
It is the protocol of Belfast Trust to make public names of employees of a senior standing – Band 8A and above. Those who fall below that band are exempt and so their names have been redacted.

Community Development	Introduction to Cultural Competency (in person) - learning objectives	
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19 August 2026

	Introduction to Cultural Competency* Online Training – Learning Objectives	Learning objectives The purpose of this resource is to provide you with a starting point to learn about cultural competence. Upon completion, you will be able to describe what cultural competence is, why it is important and how it can be developed, particularly: 1 You will gain a broad understanding of commonly used terminology, such as culture, diversity, identity, stereotypes, prejudice and oppression. 2 You will be able to describe a cultural competence model and its relevance to your role. 3 You will have increased self-awareness through practicing reflection. 4 You will be equipped with terminology and practical tools to help you navigate your intercultural interactions. 5 You will develop confidence to help you continue your cultural competence journey.
	Cultural Competency training - Supporting Booklet	Attachment 8
	Roma Awareness Training-learning objectives	 The poster features the HSC Belfast Health and Social Care Trust logo at the top left and the 'BEING BELFAST' logo at the top right. The central graphic is a large red wheel with white spokes, overlaid with the text 'Roma Awareness' in large white letters. Below the graphic, the text reads: 'Why attend this workshop? The Roma communities are subject to discrimination and marginalisation in societies across Europe and beyond. Members of these communities are often greeted with hostility and racism and our knowledge of the Roma people is often clouded with myths. This impacts on the quality of service that the Roma people receive, pushing them into greater disadvantage.' It then states: 'About the workshop Roma Awareness is an introductory, interactive workshop for people with little or no knowledge of the Roma communities. The session aims to challenge commonly known stereotypes by looking at elements of the Roma history and culture and their relevance to the every day lived experiences of the Roma people.' Finally, it lists 'Proposed outcomes: • Knowledge of aspects of Roma history • Awareness of cultural elements through engagement with a Roma individual • Ability to recognise and challenge general and individual assumptions • Capacity to improve own work practice'.

19 August 2026

	The Practitioner's Toolkit* – Guidance Document	
	Traveller Awareness Training Learning Objectives	 TRAVELLER CULTURAL AWARENESS TRAINING Join us on this online Traveller-led workshop to challenge assumptions, strengthen relationships and promote meaningful inclusion. • Build awareness of Traveller history, identity, culture, and values • Challenge stereotypes and misconceptions • Explore barriers faced in education, health, housing, and employment • Develop culturally respectful and inclusive approaches to engagement

****Health and Social Care - not Belfast Trust specific***

- 3. DEI / EDI Staff Positions, i.e. list of all roles whose primary responsibility includes DEI, EDI, equality, inclusion, diversity, belonging, positive action, or related functions. Please include an annual salary or salary band.**

It is important to note that anyone who works in health and social care in Belfast Trust has a responsibility to promote equality of opportunity, good relations and foster inclusion for anyone accessing our services to ensure person-centred, responsive and compassionate care.

19 August 2026

Human Resources	Role	Pay band	WTE
	HR Equality & Improving Working Lives Team**	B8A	1
	HR Equality Team**	B7	1
Planning & Equality	Role	Pay band	WTE
	Co-Director of Planning and Equality**	B8C	1
	Lead Planning and Equality**	B8B	1.6
	Senior Planning and Equality Managers**	B8A	4
	Planning and Equality Managers**	B7	2
Planning, Performance & Informatics	Role	Pay band	WTE
	Co-Director - Public Health**	B8D	1
	Senior Manager - Involvement and Community Development**	B8B	1
	Inequalities and Inclusion Coordinators**	B7	2
	Community Inclusion Officer	B5	1
	Roma Community Health Workers	B4	1.6

****Please note these roles involve other responsibilities and therefore none of the aforementioned posts work exclusively on equality, diversity or inclusion.**

AfC Pay Scales for Northern Ireland for each of these pay bands are readily available via this link [Pay Bands in Health & Social Care - HSCNI Jobs](#)