



Trust Headquarters
Nexus House
4 Gatwick Road
Crawley
West Sussex
RH10 9BG

Date:

Email:

Dear,

Tel: 0300 123 0999
www.secamb.nhs.uk

I am writing in response to your enquiry under the Freedom of Information Act 2000 (FOIA) reference FOI 231101.

You requested the following information, please also see our response below:

My questions are related to 'diversity, equity and inclusion' (DEI). I recognise organisations may have different names for 'diversity, equity and inclusion'. Therefore, in the spirit of The Freedom of Information Act, please take this phrase to also mean 'diversity, equality and inclusion' or whatever your organisation terms the DEI framework, and to apply to discrete elements of the DEI framework – EG 'diversity' training sessions, or 'inclusivity' training sessions, as well as training sessions that are related to the DEI framework – EG 'unconscious bias' training, or 'gender identity' training.

Please tell me the following:

1. Broken down annually, from 2019 to present how many training sessions related to 'Diversity Equity and Inclusion' have employees of your organisation been invited to complete? If possible, please detail how many of these training sessions were mandatory for employees to attend, and how many were voluntary. If possible, please also detail how many of these training sessions were led by internal staff, and how many by external providers.

Equality & Diversity training is delivered by eLearning. This training is mandatory for all staff, refreshed or assessed every 3 years in accordance with the NHS Core Skills Training Framework.

Please share with me the titles of the five most recent DEI-based training sessions provided to your organisation's employees.

Sexual Safety Workshop for Managers.

2. How many staff members whose role is predominantly focussed on DEI does your organisation employ? For example, employees with titles such as 'diversity manager', 'head of inclusion', or 'head of culture'.

1.00wte – Equality, Diversity & Inclusion Manager

0.40wte – Equality, Diversity & Inclusion Administration Assistant

Please also inform me how many such roles your organisation held at year end (or whenever you measured them) in 2022, 2021, 2020 and 2019.

2019 – June 2022: 1.00wte – Programme Lead: Equality, Diversity & Inclusion

3. Please inform me how many internal grievances have been raised by employees of your organisation from 2019 to present, broken down by year.

2019	123
2020	105
2021	112
2022	214
2023	165

4. Please inform me how many internally raised grievances have resulted in disciplinary procedures being instigated from 2019 to present, broken down by year.

Grievances and Disciplinarys are recorded separately to one another. To extract the data would be in excess of 18 hrs.

5. Please inform me how many of your employees have received sanctions following disciplinary procedures that arose as a result of internally raised grievances from 2019 to present, broken down by year. If possible, please detail how many instances of each outcome were enacted (EG number of written warnings, number of dismissals etc); please also break this information down by calendar year.

Grievances and Disciplinarys are recorded separately to one another. To extract the data would be in excess of 18 hrs.

6. If possible, please inform me what your organisation's total expenditure (or budget, if expenditure is too time-consuming/difficult to calculate) has been for external 'DEI' training sessions from 2019 to present, broken down by year.

Please see attached spreadsheet.

7. If possible, please inform me what your organisation's current salary budget or expenditure (whichever is more convenient) is for staff members whose roles are predominantly focussed around DEI. Please also provide this information for 2019, 2020, 2021 and 2022, broken down by calendar or financial year, whichever is more convenient.

Please see attached spreadsheet.

8. If possible, please tell me how many staff your organisation currently employs. Please also tell me how many staff your organisation employed (at whichever point in the years you have measurements to hand for – EG year-end) in 2022, 2021, 2020 and 2019.

2019: 4325

2020: 4746

2021: 4686

2022: 4778

I hope you find this information of some assistance.

If for any reason you are dissatisfied with our response, kindly in the first instance contact Caroline Smart, Head of Information Governance via the following email address:

FOI@secamb.nhs.uk

Yours sincerely

**Freedom of Information Coordinator
South East Coast Ambulance Service NHS Foundation Trust**

