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20th March 2017

Email:

Dear

I am writing in response to your enquiry under the Freedom of Information Act 2000 (FOIA) reference FOI/17/02/38.

You requested the following information:

I would like to make a request under the Freedom of Information Act 2000 for the following information:

- 1) The number of staff employed in either an equality or diversity role/capacity by the Trust**
- 2) The pay bandings for the staff above, broken down as number of staff employed in pay bandings of £25,000**

There are two full time members with roles that primarily focus on equality and diversity. These are the Inclusion Manager, Band 8a and an Inclusion Coordinator at Band 5.

However, our approach is to embed equality and diversity in the Trust and as such job descriptions for senior managers all include the following:

As a member of the senior leadership team, the post-holder is expected to take responsibility for embedding equality and diversity in their work and areas of management responsibility. This will include leading on specific E&D related work streams and ensuring that the Trust is compliant with the appropriate equality legislation.

The following paragraph is included in all job descriptions:

Equality and Diversity/Equal Opportunities:

The Trust recognises the need for a diverse workforce and is committed to Equal Opportunities. It seeks to eliminate unlawful discrimination against colleagues, potential employees, patients or clients on the grounds of sex, marital status, disability, sexual orientation, gender identity, age, race, ethnic or national origin, religion, pregnancy/maternity, political opinion, or trade union membership and to promote equality of opportunity and good relations between staff and clients. Individuals, including volunteers, contractors and temporary workers, must at all times indicate an acceptance of these principles and fulfil their responsibilities with regard to equality legislation and the Trust's Equality Diversity and Human Rights Policy and protocols. Similarly, all individuals have a

responsibility to highlight any potentially discriminatory practice to their line manager, human resources department or trade union/professional associations, ensure that they treat everyone with respect and consideration and attend relevant mandatory training.

I hope you find this information useful.

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

FOI@secamb.nhs.uk

Yours sincerely

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