

## **Freedom of Information Request**

**Ref: 23-823**

20 November 2023

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

**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.**

Year	Total	Mandatory	Voluntary	Internal	External
<b>2019</b>	3	3	0	2	1
<b>2020</b>	3	3	0	2	1
<b>2021</b>	4	3	1	3	1
<b>2022</b>	9	4	5	8	1
<b>2023</b>	18	8	10	14	4

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

1. Equality, Diversity and Human Rights
2. Cultural Awareness E-Learning
3. Inclusive Recruitment
4. Leading Others
5. The Compassionate and Inclusive Leader Workshop

**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’. 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.**

2022/23: Three

2021/22: One

There was no role predominantly focussed on DEI before 2021/22.

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

Date	Grievances Raised
2019	Not recorded on the system
2020	Not recorded on the system
2021	13
2022	145 – increased number of recorded incidents as new system implemented
2023	85

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

Date	Procedure (Formal)
2019	Not recorded on the system
2020	Not recorded on the system
2021	10
2022	71
2023	25

**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.**

2019 - 0

2020 - 0

2021 - 0

2022 - 0

2023 - 0

**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.**

2019- 0

2020 - 0

2021 - 0

2022 - 0

2023 - £6,000 Expenditure

**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.**

2021/22 - £11,820 Expenditure

2022/23 - £94,025 Expenditure

**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.**

Currently 12,959 substantive staff

2021 - 12,053 substantive staff

2020 - 11,929\* substantive staff

2019 – 9,896 substantive staff

\*University Hospitals Bristol NHS Foundation Trust merged in April 2020 with Weston General Hospital to become University Hospitals Bristol and Weston NHS Foundation Trust.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer  
University Hospitals Bristol and Weston NHS Foundation Trust  
Trust Headquarters  
Marlborough Street  
Bristol  
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

### Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

**Freedom of Information Team**  
**University Hospitals Bristol and Weston NHS Foundation Trust**