



Wrightington, Wigan and Leigh Teaching Hospitals

NHS Foundation Trust

Information Governance Department

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Ref: FOI/2023/9355

Date Received: 1st November 2023

Response Due: 29th November 2023

Date: 28th November 2023

Dear Sir/Madam

You asked:

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.

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. –

There is no central record of training other than for mandatory training on our learning management system.

Mandatory Training:

- Equality, Diversity and Inclusion ELFH Module: 7747 is the only mandatory training module since 2019
- In 2023 there was the release of the Oliver McGowan Mandatory Training E-learning module and Tier ½ which is currently being rolled out.

Additional Training :

- The EDI Gold Programme has four modules around Neurodiversity and Hidden Disabilities, LGBTQIA+, Anti-Racism which were delivered by external provider in 2022
- The EDI Champions Programme, as above, has 4 sessions which are cascaded internally to EDI Champions in 2023

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

- Equality, Diversity and Inclusion eLearning for Health Module
- Inclusive Leadership
- EDI Gold Programme
- EDI Champions Programme

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. –

2019 – 0
 2020 – 0
 2021 – 0
 2022 – 1 (EDI Workforce Lead)
 2023 – 2 (EDI Workforce Lead and EDI Administrator)

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

2019 - 23
 2020 - 22
 2021 - 19
 2022 - 29
 2023 - 21

Numbers also include Dignity at Work which is separate from Grievance.

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

2019– 1
 2020 – 1
 2021 – 2
 2022 – 2
 2023 – 1

Numbers also include Dignity at Work which is separate from Grievance.

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 – 1 x not concluded due to resignation of staff member
2020 – 1 x first written warning
2021 – 1 x first written warning and 1 x file note
2022 – 1 x file note
2023 – 1 x file note

Numbers also include Dignity at Work which is separate from Grievance.

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.

The allocated budget was 15k for the EDI Gold Champion training for 10 staff members to be trained in 2022/23.

All other training sessions are being delivered internally at no extra cost.

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.

2022/23 - £55,345
2023/24 to M7 (October) - £31,059

No expenditure in the other years specified.

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.

31 Mar 19	31 Mar 20	31 Mar 21	31 Mar 22	31 Mar 23	31 Oct 23
5090	6253	6738	6811	7222	7333

If you are not entirely satisfied with this response, please do not hesitate to contact the Information Governance Department via the email address provided. If we do not hear from you within 40 days, we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,



Juliette Tait
Chief People Officer

PLEASE NOTE:

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to: Information Governance Department, Wrightington, Wigan and Leigh NHS Foundation Trust, Suite 9, Buckingham Row, Brick Kiln Lane, Wigan, WN1 1XX.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision at:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire, SK9 5AF

Helpline number: 0303 123 111