

FOI REF: 25/108

4th March 2025

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Eastbourne
East Sussex
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Tel: 0300 131 4500
Website: www.esht.nhs.uk

FREEDOM OF INFORMATION ACT

I am responding to your request for information under the Freedom of Information Act. The answers to your specific questions are as follows:

I would like to request the following information regarding equality, diversity, and inclusion (DE&I) within East Sussex NHS Trust:

- 1) How many equality, diversity, and inclusion (DE&I) roles are currently employed within East Sussex NHS Trust?**

Clarification was sought asking you to confirm if you want to know the number of staff within the Trust that are responsible for DE&I for Trust staff or patients or both and confirmation was received that you require both.

There are two people employed within the People Engagement team whose focus is on equality, diversity, and inclusion and look after the workforce only.

- 2) What is the total cost of these roles, including salaries, pension contributions and NI contributions and any necessary direct administrative support?**

Total cost for the 2 roles linked to our workforce only - £134,762.

- 3) What is the number and cost of external training bodies and courses related to DE&I training?**

Education Supervisor Refresher Training (half-day) – one of the topics covered in this workshop touches upon DE&I with reference to on-going support of our resident doctors and Locally Employed Doctors / International Medical Graduate Doctors. Course is 3-yearly and mandatory. Four sessions were run in 2023/24. Delivered by MacGuire Training at around £2,500.00 per workshop.

We support Deaf Awareness- one off cost – Health Education England funded Diversity in Health and Care Partners Programme 2023/24 £1800.

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4) What specific DE&I initiatives have been undertaken by the trust in the past three years, and what has been the associated cost of these initiatives?

Unconscious Bias workshops – 14 x 3-hour workshop sessions delivered in 2021-22. Open to doctors, nurses and Allied Health Professionals (AHP) member of staff. Total cost was £15,740.00. Funding received as the result of a successful Health Education England bid.

2023

- East Sussex Vision Support– Free
- Rainbow Badge Scheme Assessment – Free
- Eastbourne Pride Parade – Free
- *Hastings and Rother Interfaith Forum – £154
- *Supporting Colleagues Observing Ramadan – £130
- *International Women’s Day Event (March 2024) – £1,174.40 (£876 – venue cost)
- South Asian Heritage Month Speaker – Funded by Health Education England
- Diversity Dialogues Series – Ongoing drop-in sessions for colleagues to learn about different communities. Guest speakers participate voluntarily and free of charge.

2024

- *Supporting Colleagues Observing Ramadan – £500
- *16 Days of Action Against Domestic Abuse – £200
- Eastbourne Pride Parade – Free
- Fighting with Pride Speaker – Free
- Armed Forces Day (Stand at Event) – Free
- *Hastings and Rother Interfaith Forum – £253
- *Women and Money: The Facts, Myths, and Solutions – £55
- Workshops: Looking After Patients with Black Skin and Black & Mixed Heritage Hair (4 sessions) – Funded by Health Education England
- South Asian Heritage Month Speaker – Funded by Health Education England
- *Women’s Speed Networking Event – £542.98
- Diversity Dialogues Series – Ongoing drop-in sessions for colleagues to learn about different communities. Guest speakers participate voluntarily and free of charge.

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2025

- *Bourne This Way Talk – £200

2. Network Funding

- Initiatives marked with (*) are funded from the network budgets, which are allocated £1,000 per annum per network.
- In 2023, there were four networks.
- In 2024, there were five networks.

If I can be of any further assistance, please do not hesitate to contact me.

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Should you be dissatisfied with the Trust's response to your request, you have the right to request an internal review. Please write to the Freedom of Information Department (esh-tr.foi@nhs.net), quoting the above reference, within 40 working days. The Trust is not obliged to accept an internal review after this date.

Should you still be dissatisfied with your FOI request, you have the right of complaint to the Information Commissioner at the following address:

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

Telephone: 0303 123 1113

Yours sincerely

Freedom of Information Department
esh-tr.foi@nhs.net