

Ref. No: 2066
Date: 22/09/25
Subject: Equality Diversity and Inclusion

REQUEST

1. The number of staff employed by your Trust whose primary role relates to Equality Diversity and Inclusion (EDI) as of September 2025.
2. The total salary cost for these staff in the most recent financial year.
3. The total spends by your Trust on EDI-related training, workshops, events or external consultancy in each of the past three financial years.
4. Copies of any mandatory EDI training materials currently in use for staff.

RESPONSE

1. The number of staff employed by your Trust whose primary role relates to Equality Diversity and Inclusion (EDI) as of September 2025.

4

2. The total salary cost for these staff in the most recent financial year.

£223k

3. The total spends by your Trust on EDI-related training, workshops, events or external consultancy in each of the past three financial years.

Section 12 of the FOIA allows a public authority to refuse a request where it estimates that it would exceed the appropriate limit to comply with the request. The relevant section states:

12. (1) - Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

where the appropriate limit is equal to 18 hours of staff time as set by the *Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulation 2004*

In determining the time limit, the Trust can only take into account

- determining whether the information is held;
- locating the information, or a document containing it;
- retrieving the information, or a document containing it; and
- extracting the information from a document containing it.

In order to determine whether the information is held in respect of your request, the Trust would have to do a manual search of every record held in various department/service budget lines as there isn't a report that can be produced to retrieve filtered information for this request. A simple report cannot be produced as there is not a specific code relating to EDI training.

Advice and Assistance Under section 16 of the FOIA, advice and assistance should be provided to allow the request to come under the appropriate limit by scaling or modifying the request.

Unable to narrow

However, as the information is not readily available and the number of trust areas are so wide and the fact finance do not have oversight of a single or even multiple budgets identified for EDI it is not possible to provide this information in a different way as this would still exceed the time limit.

Unfortunately, the Trust is unable to provide further assistance in this instance.

4. Copies of any mandatory EDI training materials currently in use for staff.

As this is national training, MWL do not have access to share the course directly and recommend using a link to the e-learning for health page

<https://portal.e-lfh.org.uk/Component/Details/805709>