

**Information Governance**

Charter House  
7 Alma Street  
Luton  
LU1 2PJ

**Email** [elft.foi@nhs.net](mailto:elft.foi@nhs.net)

**Website:** <https://www.elft.nhs.uk>

4 January 2023

**Our reference: FOI DA4412**

I am responding to your request for information received 13<sup>th</sup> October 2022. I am sorry for the delay in responding to your request. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,



Lara Cousens  
Information Governance Manager – Information Rights

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision.

If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

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

Tel: 0303 123 1113  
Web: [www.ico.org.uk](http://www.ico.org.uk)

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We promise to work together creatively to: learn 'what matters' to everyone, achieve a better quality of life and continuously improve our services.  
**We care . We respect . We are inclusive**

**Chief Executive:** Paul Calaminus  
**Chair:** Eileen Taylor

**Request:** This is a freedom of information (FOI) request relating to non-academic job titles of paid employees at your institution.  
Please provide the following information for the year 2021-2:

**Question 1:** A comprehensive list of employee job titles which feature any of the following phrases: equality, diversity, inclusion, wellbeing, carbon, energy, net zero, climate, change maker, race, BAME, LGBTQ+, sustainability, art, awareness, involvement, culture, solidarity, intersectionality, or green.

**Answer:** Please see list below:

- Art Therapist
- Assistant Director of Estates - Sustainability
- Associate Director People & Culture
- Bank Psychological Wellbeing Practitioner
- Bank Trainee Psychological Wellbeing Practitioner
- Deputy Director People & Culture
- Director Bedfordshire Mental Health and Wellbeing Service
- Engagement & Wellbeing Business Partner
- Engagement & Wellbeing Officer
- Engagement & Wellbeing Advisor
- Head of People & Culture
- Honorary Drama / Art Therapist
- Psychological Wellbeing Practitioner
- Psychological Wellbeing Practitioner Apprentice
- Psychological Wellbeing Practitioner Trainee
- Senior Psychological Wellbeing Practitioner
- Sustainability And NZC Officer

**Question 2:** The total number of employees with each job title.

**Answer:** There are 216 staff in total with the above listed job titles. The table below lists the number of staff with each job titled listed above broken down by title:

Art Therapist	51
Assistant Director of Estates - Sustainability	<5
Associate Director People & Culture	<5
Bank Art Therapist	46
Bank Psychological Wellbeing Practitioner	15
Bank Psychological Wellbeing Practitioner Trainee	10
Bank Trainee Psychological Wellbeing Practitioner	<5
Deputy Director People & Culture	<5
Director Bedfordshire MH and Wellbeing Service	<5
Engagement & Wellbeing Business Partner	<5
Engagement & Wellbeing Officer	<5
Engagement/Wellbeing Advisor	<5
Head of People & Culture	<5
Honorary Drama/ Art Therapist	31
Psychological Wellbeing Practitioner	14
Psychological Wellbeing Practitioner Apprentice	<5
Psychological Wellbeing Practitioner	16
Psychological Wellbeing Practitioner Trainee	13
Senior Psychological Wellbeing Practitioner	<5



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Please note that some of the figures relate to less than five individuals and therefore has the potential for those individuals to be identified. We can therefore not provide this information which could contravene The Data Protection Act 2018 / UK GDPR. Where the figure is below five we have marked <5.

**Question 3: A total cost for the listed roles, including salary and employer pension contributions. There is no need to provide individually identifiable data.**

Answer: £2,880,917.00



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