

**Information Governance**

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6 December 2023

**Our reference: FOI DA5039**

I am responding to your request for information received 1 November 2023. 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,

Information Rights Coordinator

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**

**Interim Chief Executive Officer:** Lorraine Sunduza  
**Chair:** Eileen Taylor

**Request:** 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.

Please tell me the following:

**Question 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.

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

**Answer:** Please see table below:

Course Title	2019	2020	2021	2022	2023	Mandatory / Voluntary	Internal / External
Equality and Diversity	450	628	1116	1805	1818	Mandatory	Delivered externally
Brave Pants	N/A	N/A	18	N/A	N/A	Voluntary	Delivered internally

**Question 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.

**Answer:** The Trust has reviewed question 2 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 21(1) of the FOI Act states:  
*(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.*

The information requested is accessible here:

Question 1

<https://www.elft.nhs.uk/sites/default/files/2023-09/ANON%20Response%20-%20FOI%20DA4929.pdf>

**Question 2a:** 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.



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Answer: Please see table below:

Year	Number of DEI Roles
2022	4
2021	3
2020	3
2019	3

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

Answer: Please see table below:

Year	Number of internal grievances raised by employees
2023	24
2022	22
2021	34
2020	57
2019	51

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

Answer: Please see table below:

Year	Number of EDI grievances resulting in disciplinary procedure
2023	3
2022	5
2021	13
2020	6
2019	8

**Question 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.

Answer: Please see table below:

Year	Number of employee sanctions	Outcome
2023	Less than five	N/A
2022	Less than five	Final written warning
2021	Less than five	Summary dismissal Final written warning Written warning
2020	Less than five	Summary dismissals
2019	Less than five	Written warning



		Final warning
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The information you have requested relates 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.

**Question 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.

Answer: All Equality and Diversity courses are provided externally via eLearning. Therefore there are no cost attached to these.

**Question 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.

Answer: Please see table below:

Year	Expenditure
2019	Not applicable
2020	Not applicable
2021	Not applicable
2022	£80,872
2023	£80,264

**Question 8:** If possible, please tell me how many staff your organisation currently employs.

Answer: The Trust has reviewed question 8 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 21(1) of the FOI Act states:

*(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.*

The information requested is accessible here:

Question 4:

<https://www.elft.nhs.uk/sites/default/files/2023-10/ANON%20Response%20-%20FOI%20DA4981.pdf>

**Question 8a:** 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.

Answer: Please see table below:

Employee Type	Number of employed staff in 2022	Number of employed staff in 2021	Number of employed staff in 2020	Number of employed staff in 2019
Substantive	7169	6768	6434	5984
Bank	3088	2623	1962	1334



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Honorary	2059	1793	1485	1188
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