

Direct Line: 01623 672232
Our Ref: 53509
E-mail: sfh-tr.foi.requests@nhs.net

King's Mill Hospital
Mansfield Road
Sutton in Ashfield
Nottinghamshire
NG17 4JL

RE: Freedom of Information Request

Tel: 01623 622515
Join today: www.sfh-tr.nhs.uk

3rd December 2023

Dear Sir/Madam

With reference to your request for information received on 1st November 2023, I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information you have requested. A response to each part of your request is provided below.

In your request you asked:

- 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.**

The Trust provides mandatory Equality Diversity and Inclusion (EDI) training for all staff which has to be completed prior to a new colleagues start date and every 3-years thereafter. The training is one on-line course which is accessed via a Healthcare academy with no cost to the Trust.

In addition to mandatory training, the internal EDI team run 2 sessions which form part of the Trust's leadership development programmes; one for clinical colleagues and one for those not in clinical roles.

- 1a. Please share with me the titles of the five most recent DEI-based training sessions provided to your organisation's employees.**

An introduction to EDI in Sherwood
Allyship in Sherwood
Understanding Trans and Non-Binary
Inclusive Leadership
Mental Health Awareness

Home, Community, Hospital.

Patient Experience Team
01623 672222
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Chief Executive Paul Robinson

- 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.**

2019 – None

2020 – None

2021 – People EDI Lead commenced in March 2021

2022 – People Equality, Diversity and Inclusion Lead in post

2023 – People Equality, Diversity and Inclusion Lead in post plus People Equality, Diversity and Inclusion Officer commenced in November

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

2019 – 6

2020 – 6

2021 – 6

2022 – 11

2023 – 11 (to date)

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

0 for all years.

- 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.**

0 for all years.

- 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.**

There is no Trust budget for external EDI training; training sessions are developed and delivered by the EDI team.

- 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.**

People Equality, Diversity and Inclusion Lead (Band 7)

People Equality, Diversity and Inclusion Officer (Band 5)

AFC banding can be found here: <https://www.nhsemployers.org/articles/pay-scales-202324>

8. 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.

2019 – 4837 heads

2020 – 5074 heads

2021 – 5308 heads

2022 – 5607 heads

2023 – 5810 heads

2023 – 5991 heads for September which is the last figure for Board reporting – not yet started on October 2023 data

I trust this information answers your request. Should you have any further enquiries or queries about this response please do not hesitate to contact me. However, if you are unhappy with the way in which your request has been handled, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Sally Brook Shanahan, Director of Corporate Affairs, King's Mill Hospital, Mansfield Road, Sutton in Ashfield, Nottinghamshire, NG17 4JL or email sally.brookshanahan@nhs.net.

If you are dissatisfied with the outcome of the internal review, you can apply to the Information Commissioner's Office, who will consider whether we have complied with our obligations under the Act and can require us to remedy any problems. Generally, the Information Commissioner's Office cannot decide unless you have exhausted the internal review procedure. You can find out more about how to do this, and about the Act in general, on the Information Commissioner's Office website at: <https://ico.org.uk/your-data-matters/official-information/>.

Complaints to the Information Commissioner's Office should be sent to FOI/EIR Complaints Resolution, Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Telephone 0303 1231113, email casework@ico.org.uk.

If you would like this letter or information in an alternative format, for example large print or easy read, or if you need help with communicating with us, for example because you use British Sign Language, please let us know. You can call us on 01623 672232 or email sfh-tr.foi.requests@nhs.net.

Yours faithfully

Information Governance Team

All information we have provided is subject to the provisions of the Re-use of Public Sector Information Regulations 2015. Accordingly, if the information has been made available for re-use under the [Open Government Licence](#) (OGL) a request to re-use is not required, but the licence conditions must be met. You must not re-use any previously unreleased information without having the consent from Sherwood Forest Hospitals NHS Foundation Trust. Should you wish to re-use previously unreleased information then you must make your request in writing. All requests for re-use will be responded to within 20 working days of receipt.