

**Request Ref: 2615**

FOI Request dated **13/09/2022** as follows –

- a) *The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) “EDI officers” or “diversity and inclusion project managers” but would not include general HR managers.*
- b) *Either a) the pay band of each of these roles, or b) the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences.*
- c) *In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants. (staff days = duration of the training programme multiplied by the number of staff in attendance for the course).*
- d) *The contractual cost of any consultants hired, in the past twelve months, to provide any external training or advice on issues of diversity, equality, or inclusivity.*
- e) *In the past twelve months, the number of staff days committed to attending conferences relating mainly or exclusively to matters of Equality, Diversity and Inclusion. (duration of conference multiplied by the number of staff in attendance).*
- f) *The costs of attending these conferences.*
- g) *Membership costs the organisation pays for participation in equality charters such as the Stonewall Equality Champions, or Diversity and Inclusion Workplace champions.*

**Response**

Please note the information has been retrieved from different areas within the university such as HR Systems, Finance and from the EDI champions across the campus so the combined information is as follows:

- **The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) “EDI officers” or “diversity and inclusion project managers” but would not include general HR managers.**
  - 2.8 FTE for employees holding a substantive post in EDI. Other roles within the organisation are voluntary and do not have allocated hours in their contracts.
- **Either a) the pay band of each of these roles, or b) the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences.**
  - Band 8, Band 6, Band 5, as above.
- **In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants. (staff days = duration of the training programme multiplied by the number of staff in attendance for the course).**

- 90 days, figure from Learning & Development for those taking part in training programmes from across the University.
  
- **The contractual cost of any consultants hired, in the past twelve months, to provide any external training or advice on issues of diversity, equality, or inclusivity.**
  - Nil
  
- **In the past twelve months, the number of staff days committed to attending conferences relating mainly or exclusively to matters of Equality, Diversity and Inclusion. (duration of conference multiplied by the number of staff in attendance).**
  - 5 days, figure taken from faculties and directorates from across the University.
  
- **The costs of attending these conferences.**
  - Nil
  
- **Membership costs the organisation pays for participation in equality charters such as the Stonewall Equality Champions, or Diversity and Inclusion Workplace champions.**
  - Stonewall Diversity Champions £6000 including VAT, Athena Swan £3500 including VAT, Mindful Employer £216 including VAT (Admin fee payable on renewal in November 2022)