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Welsh Blood Service



Canolfan Ganser Felindre  
Velindre Cancer Centre

Pencadlys Ymddiriedolaeth GIG  
Prifysgol Felindre  
Velindre University NHS Trust Headquarters

2 Cwrt Charnwood  
Heol Billingsley  
Parc Nantgarw  
Caerdydd/Cardiff  
CF15 7QZ

Ffôn/Phone : (029) 20196161

<https://velindre.nhs.wales>

Date: 24<sup>th</sup> April 2023

Ref: CORP 2023-061

Dear \*\*\*\*\*

**Freedom of Information request: Diversity & Inclusion Workforce Provision (CORP 2023-061)**

Thank you for your request for information under the Freedom of Information Act 2000, which the Trust received on the 5<sup>th</sup> of April 2023.

Your Request:

*I am writing to you under the Freedom of Information Act 2000 to request the following:*

- 1. How many Diversity and Inclusion officers did you hire between 5<sup>th</sup> April 2018 and 5<sup>th</sup> April 2023? Please state: the full job title of each role, the annual salary of each role, the date of appointment for each role, and a brief description of each role. (For clarity, 'Diversity and Inclusion officer' refers to any job role which has in its title any of the following words: 'diversity', 'inclusion', 'equality', 'wellbeing' and 'EDI'.)*
- 2. In total, how many Diversity and Inclusion officers do you currently employ? Please state: the full job title of each role, the annual salary of each role, and a brief description of each role. (The definition of 'Diversity and Inclusion officer' is the same as in the previous question.)*
- 3. Between January 1, 2018, and April 5, 2023, for what period of time has your organisation been a member of the LGBT charity Stonewall? If the membership was terminated, on what date did your membership end? How much did you pay in membership fees and other expenses to Stonewall during the stated period? Please provide a date and reason for each payment.*

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*Please provide the information in the form of a portable document format (PDF) via email.*

*If it is not possible to provide the information requested due to the information exceeding the cost of compliance limits identified in Section 12, please provide advice and assistance, under the Section 16 obligations of the Act, as to how I can refine my request.*

*If you can identify any ways that my request could be refined I would be grateful for any further advice and assistance.*

The Trust has reviewed your request which is correctly formatted and complies with Section 8 of the Freedom of Information Act.

The Information you requested is below:

**1. How many Diversity and Inclusion officers did you hire between April 5, 2018, and April 5, 2023? Please state: the full job title of each role, the annual salary of each role, the date of appointment for each role, and a brief description of each role. (For clarity, 'Diversity and Inclusion officer' refers to any job role which has in its title any of the following words: 'diversity', 'inclusion', 'equality', 'wellbeing' and 'EDI'.)**

Position Title	FTE	Start Date	End Date	Actual Salary
OD Manager - Equality, Diversity and Inclusion	1.00	18/11/2022	current	£41,659.00
Diversity & Equality Manager	1.00	31/01/2022	03/08/2022	£43,806.00
Diversity & Equality Manager	1.00	10/04/2006	30/08/2021	£41,787.00

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**2. In total, how many Diversity and Inclusion officers do you currently employ? Please state: the full job title of each role, the annual salary of each role, and a brief description of each role. (The definition of 'Diversity and Inclusion officer' is the same as in the previous question.)**

The answer to question 2 is contained within the content of the table in answer to Question 1.

**3. Between January 1, 2018, and April 5, 2023, for what period of time has your organisation been a member of the LGBT charity Stonewall? If the membership was terminated, on what date did your membership end? How much did you pay in membership fees and other expenses to Stonewall during the stated period? Please provide a date and reason for each payment.**

Invoice Date	Amount GBP	Reason
21-Feb-18	£3,000.00	Diversity Champions Membership from 10/02/2018 to 09/02/2019
28-Mar-18	£480.00	Workplace Conference Tickets 21/02/2018
17-Dec-18	£3000.00	Diversity Champions Membership from 10/02/2019 to 10/02/2020

The amount paid for Velindre University NHS Trust's Membership of the Stonewall Diversity Champions programme was £2,500 & VAT annually. The Trust was a member of the Stonewall Diversity Champions programme from 2015 to 2020. The Trust ended its membership in March 2020.

I trust this answers your request for information, however, should you not be satisfied with the information supplied or the process of supplying it, you have a right to complain and request a review. Please note that you must submit a request for a

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review within 40 days of the date of this letter. You should forward your complaint to:-

Mr Ian Bevan via [FOI.VUNHST@wales.nhs.uk](mailto:FOI.VUNHST@wales.nhs.uk)  
Head of Information Governance  
Velindre University NHS Trust  
2, Charnwood Court  
Heol Billingsley  
Parc Nantgarw  
Cardiff / Caerdydd  
CF15 7QZ  
Tel / Ffon - 029 20196161

Should you wish to take your complaint further, if you are still unhappy with the decision after review, you can contact the:-

Information Commissioner's Office - Wales  
2nd Floor,  
Churchill House,  
Churchill Way,  
Cardiff,  
CF10 2HH  
Telephone: 0330 414 6421  
email: [wales@ico.org.uk](mailto:wales@ico.org.uk)

Yours sincerely,

Lauren Fear  
Director of Corporate Governance and Chief of Staff  
Velindre University NHS Trust  
2 Charnwood Court

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