

Question:

I wish to make a freedom of information request and would be grateful if you could supply the following information within 20 working days:

1) The number of roles across all components of your operations, directorates and management structures, expressed in numbers of full-time employees (FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. This information should encompass all roles based in central offices, as well as those based around the country.

Roles meeting this description could include (amongst other guises) "Equality, Diversity and Inclusion Officer" (EDI) or "Diversity and Inclusion Project Managers". Please break down, if possible, the number of roles per component part of your operations.

For all roles meeting this description, please also provide, in order of preference, either a) the salary of these roles, b) the pay band of these roles, or c) the combined total salary of these roles. Please provide the information that is most in accordance with your data processing practices.

Please also advise if there are any plans to hire further staff in these areas within the next 18 months, and the roles/pay bands that they are likely to occupy.

2) With the same criteria as above, please provide the number of internal training courses attended by staff which pertain to the issues encompassed by equality, diversity or inclusivity. Please include the name of the courses, the number of attendees, and the duration of the course.

3) Please, if possible, provide details of any internal EDI practices and networks, including the number of individuals who are members of such networks.

4) Please provide details of any external contractors brought in by the department to conduct training, advice, or guidance on issues relating to EDI. Where applicable this should include costs and associated manhours.

5) Please provide details of how equality, diversity and inclusivity is included in your procurement practices, the relative weight afforded to these considerations, and the current value of contracts in which EDI considerations was a part of the procurement process.

Response:

- 1) The Equality and Human Rights Unit holds the roles of the diversity and equality officers in the Department of Health. There are approximately 2.6 whole time equivalent staff directly involved in the work of the Equality and Human Rights Unit in the Department of Health encompassing both diversity and equality roles. The cost of salaries for this unit, including oversight by Grade 7 and Grade 5 officers, totals approximately £160,000 per annum based on the latest salary payroll costs for 2024-25. There are no plans to hire any additional staff in this area within the next 18 months.
- 2) Most training and initiatives are supplied to the Department by the Department of Finance, and this will include EDI training.
- 3) N/A
- 4) Transgender Awareness training was provided in 2019/20 by Transgender NI, Belfast Trans Resource Centre at the cost of £291.66 these costs do not include any VAT that may have been paid by the Department. There has been no other spend in this area from 2019/20 to date by the Department of Health. Most training and initiatives are supplied to NI Departments by the Department of Finance, and this will include EDI training.
- 5) Construction and Procurement Delivery (CPD) in the Department of Finance has produced a policy on Social Value in Procurement. This can be found at: [PPN 01/21 Social Value in Procurement](#). There is a specific indicator which focusses on EDI within PPN 01/21 – *“Take action to improve equality, diversity and inclusion in the contract’s workforce and throughout the supply chain.”* Contracting Authorities have a choice of which social value indicator(s) they chose to score social value against. Suppliers also have flexibility of which social value initiatives they deliver.

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