

**Request for information under the Freedom of Information Act Reference 2022.128  
Released 23 August 2022**

Thank you for your email received 8 August 2022 requesting information regarding promoting diversity.

Please find detailed below a summary of your request, together with our response.

**Summary of your original request:**

***I would like to know the number of employees within your trust whose job roles formally require them to address issues of Equality, Diversity and Inclusion (EDI), including but not limited to all staff whose job title has 'EDI', 'Equality', 'Diversity' or 'Inclusion' in it, as well as all remuneration costs for these roles.***

Kent Community Health NHS Foundation Trust (KCHFT) has the following roles formally addressing equality, diversity and inclusion:

- Deputy Director of People and OD (0.20 wte) £95,135 - £109,475
- Head of People (ER, EDI, Recruitment and Business Partnering ((Infrastructure Services)) (0.33 wte) £67,064 - £77,274
- Head of EDI – (1 wte) £56,164 - £65,262
- Workforce EDI Specialist (0.8 wte) £41,659 - £47,672
- Workforce EDI Analyst (0.74 wte) £41,659 - £47,672

***Does your NHS trust have an EDI strategy, a diversity strategy, or any other strategy aimed at increasing the amount of female, BAME, LGBT+, or disabled employees?***

Yes, KCHFT has a People, Equity, Diversity and Inclusion Strategy, which is available to download from our public website here: <https://www.kentcht.nhs.uk/about-us/equality-diversity/>.

***What are the costs related to the development and implementation of these strategies?***

The EDI team as detailed above, are responsible implementing them along with the staff networks.

***Is your NHS trust involved in any other project or initiative aimed at promoting diversity, in terms of gender, ethnicity, nationality, sexual preference or ablebodiedness, and if so, what are the costs related to these projects or initiatives?***

- Reciprocal mentoring which although weighted towards BAME colleagues will be open to all colleagues with a protected characteristic – costs as yet unknown as still exploring options
- We are part of the Stonewall diversity champions programme - £2,500
- We have 5 networks: BAME, Disability and Carers, LGBTQ+, Menopause and recently created Armed Forces network, with a 6th about to be created for our neuro diverse colleagues - £2910 x 6 networks = £17,460 (1 day a fortnight for each of the 6 networks)

Chair John Goulston Chief Executive Mairead McCormick

Trust HQ The Oast, Unit D, Hermitage Court, Hermitage Lane, Barming, near Maidstone, Kent ME16 9NT

- We work closely with The Education People (formerly Kent Supported Employment) to identify roles for people with learning disabilities and support them into employment with us - £5,500
- We are looking at creating inclusion champions within the Trust - minimal cost as recruiting from current workforce as add-on to role
- We are about to embark on the Diversity in Health and Care Partners programme - £1,995