

Dear

**FREEDOM OF INFORMATION – EQUALITY AND DIVERSITY SPEND**

I write in response to your request for information in relation to equality and diversity spend in NHS Lothian.

Question:

1. How much has your organisation spent on measures relating to Equality, Diversity and Inclusion in each year since 2019-20?

Answer:

Equality and Human Rights team spend is detailed in the table below. This includes staff costs:

Equality, Diversity and Inclusion team spend, NHS Lothian	
Year	Spend
2021-22	£229,366
2022-23	£193,959
2023-24	£265,806
2024-25 (to February 2025)	£251,859

Question:

2. In relation to Q1, please provide information on what this money has been spent on?

Answer:

Information about activity aimed at achieving NHS Lothian’s strategic equality and human rights priorities is included in the Equality and Human Rights Annual Report. The first report was published in 2024 (for year 2023-2024) and this report can be downloaded from our website at the following link: <https://org.nhslothian.scot/equality-human-rights/>. The annual report for the year 2024-2025 is due to be published before 30 April 2025 and will be available at the same link.

In addition to the information in the annual report, the Equality and Human Rights team also provide day to day equality and human rights information, respond to internal and external enquiries and provide advice and support to the Corporate Management Team about compliance with equality and human rights duties.

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at <https://www.foi.scot/appeal>. If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the reviewer at the address at the top of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhslothian.scot/FOI>

Yours sincerely

**ALISON MACDONALD**  
**Executive Director of Nursing Midwifery and AHPs**  
Cc: Chief Executive