

Dear

## **FREEDOM OF INFORMATION – EQUALITY AND DIVERSITY STAFF**

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

### **Question:**

1. The number of staff currently employed (as of 20 May 2025) by your health board whose primary role relates to anti-racism work (diversity, equity, and inclusion officers with a focus on anti-racism, anti-racism programme managers, etc.).

### **Answer:**

1 x Workforce Equality Project Support Manager is employed in the Human Resources directorate, whose role covers all protected characteristics including anti-racism work.

There are 4 staff employed in the Equality and Human Rights Team. Part of their roles relate to anti-racism work. The team is made up of the following staff:

- 1 x Head of Equality and Human Rights
- 1 x Equality, Diversity and Inclusion Lead
- 2 x Equality and Human Rights Education Project Managers

### **Question:**

2. The number of staff employed in 2024 (financial year) by your health board whose primary role relates to anti-racism work (diversity, equity, and inclusion officers with a focus on anti-racism, anti-racism programme managers, etc.).

### **Answer:**

1 x Workforce Equality Project Support Manager was employed in the Human Resources directorate during 2024, whose role covers all protected characteristics including anti-racism work.

In 2024 there were 3 staff employed in the Equality and Human Rights Team.

Question:

3. The average annual salary of these staff members.

Answer:

Workforce Equality Project Support Manager - £33,247 - £41,424

Head of Equality and Human Rights - £74,003 - £79,164

Equality, Diversity and Inclusion Lead - £62,681 – £67,665

Equality and Human Rights Education Project Managers - £39,912-£50,702

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