

Date 03/12/2025
Your Ref
Our Ref 10799

Enquiries to Richard Mutch
Extension 35687
Direct Line 0131 465 5687
loth.freedomofinformation@nhs.scot
richard.mutch@nhs.scot

Dear

FREEDOM OF INFORMATION – TRAINING

I write in response to your request for information in relation to training related to diversity, equality, and inclusion.

Question:

1. Can you confirm if your health board carries out any training related to diversity, equality, and inclusion matters?

Answer:

Yes

Question:

2. Please can you provide a breakdown of what the training in
 - a. Involves
 - b. What subjects/topics/module the training relates to
 - c. How much time is spent on each subject/topic/module
 - d. The cost of each module

Answer:

Please see NHS Lothian equality and human rights equality calendar, which sets out the training opportunities for all NHS Lothian staff [Equality and human rights education calendar 2025-2026 – Equality and Human Rights Education](#).

NHS Lothian are currently providing sessions on:

- Understanding intersectionality
- Learning how to do and use equality and children's rights impact assessments
- Cultural humility for everyday practice
- Recognising and preventing sexual harassment in the workplace
- How to be neuro-inclusive
- Trans-inclusive healthcare in NHS Lothian
- Disability and reasonable adjustments

Headquarters
Mainpoint
102 West Port
Edinburgh EH3 9DN

Chair Professor John Connaghan CBE
Chief Executive Professor Caroline Hiscox
Lothian NHS Board is the common name of Lothian Health Board

- Human rights and children's rights
- Anti-racism
- Gypsy/ Traveller inclusive healthcare
- Equality, Diversity and Inclusion in NHS Lothian
- Understanding and challenging microaggressions

The weblink provides information for each session / module about: the aims, what staff will gain and the date, start and end time and venue. There is no additional cost involved in these sessions because they are delivered by NHS Lothian staff.

All staff can access equality and human rights training online on TURAS Learn. Please use the following weblink to see the range of modules available [Search Results | Turas | Learn](#). To access the mandatory equality and human rights training please register for a TURAS account.

We also publish education materials, including staff training opportunities, on the NHS Lothian Equality and Human Rights Education website. This supports self-directed learning on equality and human rights. Please visit the site for further information.

[Equality and Human Rights Education – NHS Lothian | Staff](#)

For doctors, NHS Lothian Medical Education Directorate provide EDI resources to support staff please see the information published on the NHS Lothian Medical Education Directorate [website](#).

Question:

3. Please can you outline who is required to take this training?

Answer:

All staff are encouraged to participate in equality and human rights education.
The TURAS Introductory module (see above) is mandatory for all staff.

Question:

4. What is the total cost of this training?

Answer:

There is no additional cost for this training because it is delivered by NHS Lothian staff.

I hope the information provided helped 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 www.itspublicknowledge.info/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 FOI Reviewer at the email address at the head 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.nhsllothian.scot/FOI/Pages/default.aspx>

Yours sincerely

ALISON MACDONALD
Executive Director, Nursing
Cc: Chief Executive