

Dear

**FREEDOM OF INFORMATION – EQUALITY, DIVERSITY AND INCLUSION TEAM**

I write in response to your request for information in relation to NHS Lothian’s Equality Diversity and Inclusion Team.

Question:

1. How much have you spent on diversity / inclusion staff over the past five years, broken down into financial years. Please include this financial year to date: so data for 2019/20, 20/21, 22/23, 23/24, and 24/25 to date.

Answer:

The information you have requested is detailed in the table below:

<b>NHS Lothian Equality and Human Rights Team, staff costs</b>	
<b>Financial year</b>	<b>Spend</b>
2019/20	£149,247
2020/21	£155,028
2021/22	£165,194
2022/23	£144,201
2023/24	£163,193
2024/25	£185,318

Question:

2. How much have you spent on diversity / inclusion training and materials over the past five years, broken down into financial years. Please include this financial year to date as above.

Answer:

The information you have requested is detailed in the table below:

<b>NHS Lothian Equality and Human Rights Team, training materials costs</b>	
<b>Financial year</b>	<b>Spend</b>
2019/20	£0
2020/21	£0
2021/22	£0

NHS Lothian Equality and Human Rights Team, training materials costs	
Financial year	Spend
2022/23	£0
2023/24	£4,560
2024/25	£4,000

Please note, the NHS Lothian Equality, Diversity, and Inclusion Team offer an educational programme providing a calendar of training opportunities for all NHS Lothian staff across a wide range of Equality, Diversity and Inclusion topics. These sessions are delivered by NHS Lothian staff and are available at no additional cost. For more information on the Equality, Diversity and Inclusion training opportunities for all NHS Lothian staff, see published response for FOI 10799.

Question:

3. What external organisations have been paid to provide training and/or materials, and how much has been paid to each organisation over the years stated previously.

Answer:

- In the financial year 2023/24 £700 was paid to Swan Scotland, and £5,088 to Neish Training for external training. There have been no other payments in the other years requested.
- Zuhra - £12,166.67 fully paid across 2024 and 2025 (2 separate invoices, total of 4 sessions I believe)
- KWISA (Edinburgh Innovations) - £12,156.00 PO, £9,720.80 paid YTD

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.nhsllothian.scot/FOI>

Yours sincerely

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