

Dear

FREEDOM OF INFORMATION – EQUALITY AND DIVERSITY TRAINING

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

Question:

Please provide information relating to Diversity, Equity and Inclusion (DEI), Equality, Diversity and Inclusion (EDI), or similarly named programmes and activities within your organisation for the last five financial years. For each financial year, please provide:

1. DEI/ EDI Training Expenditure i.e. how much was spent on external organizations providing DEI training

Answer:

Since 2022, the Equality and Human Rights (EHRT) Team has provided equality and human rights education and training in house. NHS Lothian staff can also access equality and human rights education and training through NHS National Education Scotland (NES) now NHS Public Services Delivery Scotland (PSDS) at no cost. Therefore, there is no centralised external spend on Equality and Diversity training for NHS Lothian staff.

Individual NHS Lothian service teams may have contracted external organisations to provide EDI training on an ad hoc basis, but information about this is not collected centrally and costs will be included within their service budgets.

Question:

2. DEI/ EDI Training Content i.e. copies of training materials, presentations, course outlines, learning objectives, handbooks, guidance documents, or other materials used for DEI/ EDI training.

Answer:

For information about the core in-person sessions provided by the Equality and Human Rights Team, please see the publicly available information on the NHS Lothian Staff website <https://staff.nhslothian.scot/ehre/education-calendar/>. This includes information on the course aims and learning objectives. The Equality and Human Rights Team also offer

bespoke training to NHS Lothian teams on request. This training content is similar in format to the content in the core programme.

The following Core Mandatory Equality, Diversity and Inclusion eLearning modules have been mandatory to NHS Lothian staff in the last five years:

Used since March 2026	Once for Scotland: understanding equality, diversity and human rights NHS Education for Scotland (NES) This module will raise awareness of equality, diversity and human rights and highlight key requirements relating to individual practice and service delivery. Learning Aims: Raise awareness of equality, diversity and human rights and highlight key requirements relating to individual practice and service delivery. Learning Outcomes: Explain what is meant by the terms equality, diversity and human rights and how they apply to you in your work. Understand the basis of prejudice and discrimination and identify discrimination, harassment and inappropriate behaviour in the workplace. Identify actions that you can take to challenge and prevent inappropriate behaviour and know how to raise concerns about how you or others have been treated.
Used March 2025 to March 2026	Introduction to equality, diversity and human rights [archived 27/02/2026] NHS Education for Scotland (NES) This eLearning module is an introduction to equality, diversity and human rights for health and social care workers in Scotland. It has been developed to meet the essential learning needs of the health and social care workforce in Scotland. Learning Outcomes: Upon completion on this module, you will be able to: -State the non-discrimination, equality and human rights responsibilities you and your organisation have. -Identify discrimination, harassment

	and inappropriate behaviour where you work. -Identify actions you can take to challenge and prevent inappropriate behaviour. - Identify the meaning of key words and why language is important.
Used up to March 2025	Equality and Diversity (Foundation) - LearnPro Aim To raise awareness of Equality, Diversity and Human Rights within NHS Lothian and help promote good working practice. Learning outcomes By the end of the module you should be able to: • Explain the need to promote equality and diversity in NHS Lothian and how this affects you • Identify relevant equality and diversity legislation and where to find key documents • Describe different types of discrimination and what 'protected characteristics' are • Recognise what this means for you as an NHS employee

Question:

3. DEI/ EDI Staff Positions i.e. list of all roles whose primary responsibility includes DEI, EDI , equality, inclusion, diversity, belonging, positive action, or related functions. Please include an annual salary or salary band.

Answer:

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

Equality and Human Rights Team, NHS Lothian		
Financial Year	Staff position	Salary band
2026-27	Head of Equality and Human Rights (EHRT)	8B
	Equality, Diversity and Inclusion (EDI) Lead	8A
	EHRT Project Support Manager	5
	Workforce Equality Project Support Manager	5
2025-26	Head of EHRT	8B
	EDI Lead	8A
	EHRT Project Support Manager	5
	Workforce Equality Project Support Manager	5
	EHRT Education Project Manager x 2	6
2024-25	Head of EHRT	8B

2023-2024	EDI Lead	8A
	Workforce Equality Project Support Manager	5
	Head of EHRT	8B
	EDI Lead	8A
	EHRT Project Support Manager	5
2022-23	Workforce Equality Project Support Manager	5
	Head of EHRT	8B
	EDI Adviser	7
	Workforce Equality Project Support Manager	5

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