

Your request

You requested the following:

1. Please will you let me have a copy of your EDI policy, along with the date it was created, and details of which bodies were consulted in the creation of said policy.
2. Will you also confirm if you are or have been a member of the Stonewall diversity champions scheme. If you have been a member and are no longer, what date did you withdraw?

Our response

1. Please find attached our internal Equality and Diversity policy that was issued on the 08 November 2018.

Consultation in the creation of this policy involved:

- All members of the Trade Union Partnership Forum (TUPF) for comment, as per the process for consultation for all corporate workforce policies.
- All members of the 'Workforce Policy Group', which includes Divisional representatives as well as some TUPF, who meet formally to discuss new policies and any changes to existing policies.
- The staff Network Groups 'the Disability Advisory Group' and the 'LGBT+ Advisory Group' for comment.

As an internal policy, no external 'bodies' would have been included in the consultation process.

Please note, that the Equality and Diversity Policy is currently under review, in consultation with our Staff Diversity Networks, which now includes:

- Race Advisory Group;
- LGBTQ+ Advisory Group;
- Pride@ABUHB - LGBTQ+ Staff Network;
- Voices@ABUHB - Race Equality Staff Network;
- Neurodiversity@ABUHB - Neurodiversity Staff Network;
- Menopause@ABUHB - Menopause Staff Network;
- Carers@ABUHB - Carers Staff Network; and
- Enable@ABUHB - Disability Staff Network.

The reviewed policy is scheduled to go before the Workforce Policy Group for approval on the 07 September 2023.

2. We are a member of the Stonewall Diversity Champions Programme.