

26th April 2023

BY EMAIL

Our Ref: FOI 1939

Dear 

Your request for information was received on 5th April 2023 and was dealt with under the terms of the Freedom of Information Act 2000. Please be advised that the Business Services Organisation (BSO) has now completed its search for the information you requested with regards to diversity and inclusion staff within the BSO:

How many Diversity and Inclusion officers did you hire between April 5, 2018 and April 5, 2023? Please state: the full job title of each role, the annual salary of each role, the date of appointment for each role, and a brief description of each role. (For clarity, 'Diversity and Inclusion officer' refers to any job role which has in its title any of the following words: 'diversity', 'inclusion', 'equality', 'wellbeing' and 'EDI'.)

Firstly, I should advise that within BSO Human Resources there are some staff who are involved in staff well-being processes, however, it does not form part of their job title.

I can advise that the following diversity and inclusion officers have been employed within BSO's Equality Unit within the timeframe above:

Equality Coordinator (replacement)

Band 6

01/11/2022

expert advice on less complex equality screenings in specialist area of HR and Corporate Affairs; oversight of admin support and lead business support; operation of key good practice initiatives (e.g. Disability Awareness Days, Disability Work Placement Scheme)



Equality Business Partner (replacement)

Band 7

01/02/2022

expert advice on complex equality screenings; design/delivery/evaluation of training; expert advice and facilitation of development of action plans; drafting of statutory documents; lead on selected fora; lead on key good practice initiatives; business partner for selected enhanced clients

Equality Coordinator

Band 6

07/01/2019

expert advice on less complex equality screenings in specialist area of HR and Corporate Affairs; oversight of admin support and lead business support; operation of key good practice initiatives (e.g. Disability Awareness Days, Disability Work Placement Scheme)

Equality Officer (replacement)

Band 5

17/06/2019

oversight of admin support; supporting senior staff in equality screenings; delivering awareness training

Equality Officer

Band 5

23/04/2018

oversight of admin support; supporting senior staff in equality screenings; delivering awareness training

In total, how many Diversity and Inclusion officers do you currently employ? Please state: the full job title of each role, the annual salary of each role, and a brief description of each role. (The definition of 'Diversity and Inclusion officer' is the same as in the previous question.)

It should be noted that staff within the BSO Equality Unit provide support services on equality and human rights matters to BSO plus 10 other Health & Social Care Northern Ireland Organisations.

Currently employed in the Unit are the following (with Pay Bands for HSC Staff from 1 April 2022):

1xEquality, Diversity and Human Rights Manager

Band 8a - £48,526 to £54,619

overall management responsibilities; strategic engagement at highest level; expert advice on policy- and decision-making at the highest level of complexity

2xEquality Business Partner

Band 7 - £41,659 to £47,672

expert advice on complex equality screenings; design/delivery/evaluation of training; expert advice and facilitation of development of action plans; drafting of statutory

documents; lead on selected fora; lead on key good practice initiatives; business partner for selected enhanced clients

1xEquality Coordinator

Band 6 - £33,706 to £40,588

expert advice on less complex equality screenings in specialist area of HR and Corporate Affairs; oversight of admin support and lead business support; operation of key good practice initiatives (e.g. Disability Awareness Days, Disability Work Placement Scheme)

Between January 1, 2018 and April 5, 2023, for what period of time has your organisation been a member of the LGBT charity Stonewall? If the membership was terminated, on what date did your membership end? How much did you pay in membership fees and other expenses to Stonewall during the stated period? Please provide a date and reason for each payment.

None / N/A

I hope that the information provided assists you. If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible or in any case within two months of the date of issue of this letter, as the BSO, along with all other public authorities are not obliged to accept internal review requests after this period has lapsed.

In the event that you require a review to be undertaken, you can do so by writing to

Information Governance Manager,
2 Franklin Street,
Belfast,
BT2 8DQ

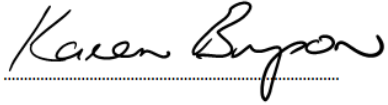
If, following an internal review, carried out by an independent decision-making panel, you remain dissatisfied in any way with the handling of the request, you may make a complaint under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the BSO has complied with the terms of the Freedom of Information Act.

You can contact Information Commissioner at:

Website: www.ico.org.uk
Phone: 0303 123 1113
Email: casework@ico.org.uk
Post: Information Commissioner's Office
3rd Floor, 14 Cromac Place
Belfast
BT7 2JB

In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out. However, the Commissioner has the option to investigate the matter at his discretion.

Yours Sincerely,

A handwritten signature in cursive script that reads "Karen Bailey". The signature is written in black ink and is positioned above a horizontal dotted line.

for Karen Bailey
Chief Executive