

Chief Executive
2 Franklin Street
BELFAST
BT2 8DQ

Tel: 028 9536 3863
Email: FOI.BSO@hscni.net

11th January 2023

BY EMAIL

[REDACTED]

Our Ref: FOI 1839

Dear [REDACTED]

Your request for information was received 17th November 2022 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 Expenditure on Equality, Diversity, and Inclusivity.

Please accept my sincere apologies for the delay in procuring this information.

Please find this information, below.

a) The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) “EDI officers” or “diversity and inclusion project managers” but would not include general HR managers.

Within HR, there is 3 members of staff who are involved in employment equality work e.g. equality workforce information, employment equality promotion, and provision of statutory equality workforce information. This would not be their full-time role, however, the bands and % of equality work allocated against their role would be as follows:

1 x Band 8a – 35% - 0.35 FTE
1 x Band 6 – 25% - 0.25 FTE
1 x Band 3 – 10% - 0.10 FTE

b) Either a) the pay band of each of these roles, or b) the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences.

Please find within answer a)

c) In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants. (staff days = duration of the training programme multiplied by the number of staff in attendance for the course). If unable to provide please mark as N/A in your return.

The BSO provide equality training via an e-learning package which is a mandatory requirement. As at the end of September, an average of 59% of BSO staff are compliant with this training. Equality training also forms part of our recruitment and selection training to ensure panel members are trained on the NI Equality Legislation when recruiting staff into BSO.

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

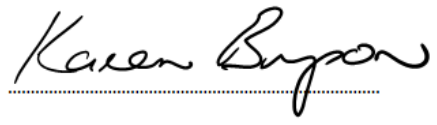
If, following an internal review, carried out by an independent decision making panel, you remain dissatisfied in any way with the handling of the request, you may make a complaint under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate 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 black ink that reads "Karen Bailey". The signature is written in a cursive style with a large, stylized 'K' and 'B'. Below the signature is a horizontal dotted line.

for Karen Bailey
Chief Executive