

Freedom of Information request 203-18

Request

The information I request relates to the effectiveness of equality training which has been delivered by your Health Board since 2010. In particular, I ask that you provide me with :

- What is the core aim of equality training delivered to all Board staff i.e. is it to secure a knowledge transfer, an attitudinal change or a behavioural change ?
- How is it delivered – IT modules via online sessions, or in groups sessions in training rooms with a trainer, or other formats ?
- Is the equality training delivered in-house or by external providers ?
- How is the content of equality training quality assured ?
- Is the equality training mandatory or voluntary ?
- What methodology is used to measure the long-term success of equality training in eliminating discrimination within the Board as an employer and as a service provider ?
- What is the current [as at March 2018] workforce headcount of your Board and how many of those staff have received equality training ?

Response

- NHS Borders delivers healthcare services that are equitable for everyone regardless of age, disability, race, ethnicity or national origin, gender, religious belief, sexual orientation, domestic circumstances, social or employment status. This includes; equal access, equal treatment, equal participation, equal outcomes.

This e-Learning module aims to ensure that all staff are aware of equality and diversity and of NHS Borders' duty to eliminate discrimination and promote equality across all services.

- The training is delivered via an e-Learning module (online session).
- This training is delivered in-house.
- This is quality assured by the use of Learning Outcomes. By the end of the module learners will be able to:
 - Describe the difference between equality and diversity
 - Describe our responsibilities under the Equality Act 2010
 - List the Protected Characteristics
 - List the types of Prohibited Conduct
 - Describe the benefits of a diverse workforce
- This e-Learning course is mandatory for all staff.
- The current workforce headcount at NHS Borders as of 31 March 2018:
Substantive posts - 3236
Bank posts – 540

The number of staff who have completed this training as at 31 March 2018 was 3390.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or foi.enquiries@borders.scot.nhs.uk.

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **203-18** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.