

Freedom of Information request 23-23

Request

Please use this page as a guide for a definition of diversity and equality.

[NHS Scotland Board Equality and Diversity Contacts - NHS Health Scotland](#)

1. What is the annual salary of your equality and diversity manager or equivalent position. Please provide this for each financial year since 2018/19, including the salary for the current financial year.
2. How many people are employed in roles associated with equality and diversity (including managers)? . Please provide this for each financial year since 2018/19, including the salary for the current financial year.
3. What is the median wage of these employees (including managers). . Please provide this for each financial year since 2018/19, including the salary for the current financial year.
4. In total, what is the total spend on equality and diversity in this health board. This might include salaries, spend on diversity initiatives etc.

Response

1. NHS Borders is a small, rural board and does not have an Equality and Diversity Manager or equivalent position. This is the case in all years since 2018/19 to current.
2. Currently, there are 2.6 roles in NHS Borders that are associated (not exclusively) with equality and diversity. The pay bands of these roles are Band 4 (0.6 WTE), Band 6 (1 WTE) and Band 7 (1 WTE). Component parts of these roles in Public Health and Human Resources support equality and diversity, to varying degrees and it is not possible to quantify this in terms of salary allocation. Therefore, this information is not held, as defined in Section 17, Freedom of Information (Scotland) Act 2002.
3. This information is not held, as defined in Section 17, Freedom of Information (Scotland) Act 2002.
4. This information is not held, as defined in Section 17, Freedom of Information (Scotland) Act 2002.

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 **23-23** 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.