



Homes England

Date: 9 January 2024

Our Ref: RFI4564

Tel: 0300 1234 500

Email: infogov@homesengland.gov.uk

[REDACTED]
By Email Only

Dear [REDACTED]

RE: Request for Information – RFI4564

Thank you for your request for information which was processed in accordance with the Freedom of Information Act 2000 (FOIA).

You requested the following information:

This is an information request relating to Diversity, Equality and Inclusion roles:

Please include the following information for the years 2020/21, 2021/22 and 2022/23:

- The number of staff currently in the Diversity and Inclusion team at the Trust
- The job titles and Agenda for Change pay bands of staff in the Diversity and Inclusion team
- Whether staff have to do diversity, equality and inclusion training
- Time taken to complete training
- How many people complete this training (provide information for all three financial years)

Response

We can confirm that we do hold some of the requested information.

The number of staff currently in the Diversity and Inclusion team at the Trust:

Please note we are not part of a NHS Trust but are instead a non-departmental government agency.





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2020/21	2
2021/22	2
2022/23	1

The job titles and Agenda for Change pay bands of staff in the Diversity and Inclusion team:

Please note that Homes England has its own pay bands. We are not subject to Agenda for Change because we are not part of a NHS Trust.

2020/21	Senior HR Manager EDI Level 15 HR Project Analyst Level 13
2021/22	Senior HR Manager EDI Level 15 (until December 2021) HR Project Analyst Level 13 (until December 2021)
2022/23	Interim Head of EDI Level 16 (October 2022 – March 2023)

Whether staff have to do diversity, equality and inclusion training

New colleagues are required to complete the corporate Welcome induction programme in order to familiarise them with the Agency’s position on ED&I, expectations of them and how this is reflected in our values and behaviours. For existing colleagues we strongly recommend that a number of different ED&I learning and development activities are undertaken. Many of these (detailed below) are training sessions, but we also recognise that development takes place on a more informal basis too e.g. as part of campaigns such as Black History Month and our Networks drive much of this activity with our Communications team.





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Time taken to complete training

The time taken for each session if undertaken are as follows:

ED&I session (included in Welcome event)	30 minutes
Inclusive Recruitment for Hiring Managers	1.5 hours
Inclusive Leadership	2 hours
Active Bystander workshop	2 hours
Managing a Diverse Team workshop	2 hours
Anti-Bullying and Harassment workshop	2 hours
Managing ED&I workshop	3.5 hours

How many people complete this training (provide information for all three financial years)

Please note we are not able to provide a break down by financial year of the Welcome event below, as this is only done at induction and we do not record a yearly figure. We have instead provided an accumulative figure of 824 for new intakes who have undertaken this particular session over the period.

The other sessions are relatively new and so we do not hold information for years prior to their commencement.

2020/23	Welcome event	824
2021/22	Inclusive Recruitment for Hiring Managers	40





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2022/23	Inclusive Leadership	53
2022/23	Active Bystander workshop	190
2022/23	Managing a Diverse Team workshop	57
2022/23	Anti-Bullying and Harassment workshop	98
2022/23	Managing ED&I workshop	17

Advice and Assistance

We have a duty to provide advice and assistance in accordance with Section 16 of the FOIA. To comply with this duty, we can confirm that we have previously published details in regard our pay grading levels. This information gives context to the job titles and pay bands question specified in this request. You can find the relevant information in the July 2023 issue of our disclosure log:

[https://assets.publishing.service.gov.uk/media/64cb83c547915a000d2a91f6/RFI4399 -
_Pay_Grading.pdf](https://assets.publishing.service.gov.uk/media/64cb83c547915a000d2a91f6/RFI4399_-_Pay_Grading.pdf)

Right to Appeal

If you are not happy with the information that has been provided or the way in which your request has been handled, you may request an internal review. You can request an internal review by writing to Homes England via the details below, quoting the reference number at the top of this letter.

Email: infogov@homesengland.gov.uk

Information Governance Team
Homes England
Windsor House
6th Floor
42-50 Victoria Street
London
SW1H 0TL

6th Floor
Windsor House
42 - 50 Victoria Street, Westminster
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0300 1234 500
@HomesEngland
www.gov.uk/homes-england





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United Kingdom

Your request for review must be made in writing, explain why you wish to appeal, and be received within 40 working days of the date of this response. Failure to meet this criteria may lead to your request being refused.

Upon receipt, your request for review will be passed to an independent party not involved in your original request. We aim to issue a response within 20 working days.

You may also complain to the Information Commissioner's Office (ICO) however, the Information Commissioner does usually expect the internal review procedure to be exhausted in the first instance.

The Information Commissioner's details can be found via the following link:

<https://ico.org.uk/>

Please note that the contents of your request and this response are also subject to the Freedom of Information Act 2000. Homes England may be required to disclose your request and our response accordingly.

Yours sincerely,

The Information Governance Team
For Homes England

