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Our Ref: DLIB/FOI/08-02-21

Date: 3 March 2021

This is a request under the Freedom of Information Act 2000 (FOIA). Please provide any information that you hold answering to any of the following descriptions:

- 1. Any application you made in 2019 or 2020 to be a “Stonewall Diversity Champion” or to be included on Stonewall’s “Workplace Equality Index,” including any attachments or appendices to those applications. Please redact personal details if necessary.**

HEIW applied to be a Stonewall Diversity Champion in 2019 and renewed this membership in 2020. HEIW has not to date applied for Stonewall’s Workplace Equality Index.

- 2. Any feedback you received in 2019 or 2020 from Stonewall in relation to either application or programme.**

HEIW has to date made no application to the Workplace Equality Index therefore no feedback has been received in this context.

HEIW has received feedback and advice in relation to a number of policies as part of Stonewall Diversity Champion activity and email correspondence is enclosed along with factsheets. These are attached as Enclosures 1 to 4.

HEIW has received feedback on the Transgender Module developed specifically for GPs, this feedback is attached as Enclosure 5.

The names of individuals and their job titles within the documentation have been redacted as HEIW is withholding this under Section 40(2) as disclosure would breach any of the principles in the General Data Protection Regulation (GDPR).

- 3. Any other communication you have received from Stonewall in 2019 or 2020 unless privileged or otherwise exempt from disclosure (but if you claim privilege or exemption in relation to any material, please say in broad terms what the material is and the basis on which you claim to be entitled to withhold it).**

Please find enclosed the following documents:

- Initial needs assessment and action plan attached as Enclosure 6.
- Access to online Stonewall members area attached as Enclosure 7.
- Guidance in compiling submissions to the UK Workplace Equality Index (WEI) attached as Enclosures 8 and 9. However, it should be noted that HEIW has not submitted an application to WEI.
- General emails to update on access to the Diversity Champions online hub with free copies of Stonewall research and best practice publications attached as Enclosures 10 and 12.
- General emails to update on discounted rates for Stonewall conferences and Leadership, Role Models and Allies Programmes attached as Enclosures 9 and 11.

The names of individuals and their job titles within the documentation have been redacted as HEIW is withholding this under Section 40(2) as disclosure would breach any of the principles in the General Data Protection Regulation (GDPR).

4. Full details of any equality impact assessment you carried out connected with any of these applications (including any equality impact assessment carried out prior to an earlier application of the same kind if no further assessment was done).

No equality impact assessment was undertaken to becoming a Stonewall Diversity Champion. HEIW undertakes Equality Impact Assessments when developing or reviewing policies, strategies and or practice. Therefore, in this context becoming a member of Stonewall Diversity Champion would not be deemed a necessary activity.

5. Details of the total amount of money you paid to Stonewall (i) in 2019; (ii) in 2020, whether or not as payment for goods or services.

- (i) In 2019 HEIW paid £3,000 to Stonewall for Stonewall Diversity Champion membership.
- (ii) In 2020 HEIW paid £3,000 to Stonewall for Stonewall Diversity Champion membership.

6. Whether you intend to continue your membership of any Stonewall scheme in the future, and if so which.

HEIW's current Stonewall Diversity Champion membership is due to be renewed in May 2021. HEIW has not, to date, made a decision as to whether to continue with our Stonewall Diversity Champion membership.

