

Our ref: IG/FOI/FOI.554.25

5 November 2025

Sent via email to: [REDACTED]

Dear [REDACTED]

Request under the Freedom of Information Act 2000

I write further to your request for information, which was received on 23 October 2025, to confirm, in accordance with S.1(1)(a) of the Freedom of Information Act 2000, that Powys Teaching Health Board (PTHB) does hold the information that you require, but have applied an exemption to elements of this request.

For ease of reference your request is set out below and the Health Board's response follows.

Your Freedom of Information (FOI) Request:

I am writing to request the following information under the Freedom of Information Act 2000:

Q1. The total amount spent by your Health Board on Diversity, Equity and Inclusion (DEI) training and programmes in each of the last three financial years (2022/23, 2023/24, and 2024/25 to date).

Q2. The number of staff employed by your Health Board whose primary role involves DEI work, broken down by year for the same period.

Q3. The salary range for these roles, and in particular, the highest salary paid to any member of staff whose primary responsibility is DEI.

Q4. A list of all organisations/individuals you have paid since 1st January 2021 to provide training/workshops/guidance to your staff and/or leadership/board on the following areas: - Diversity - Equity - Inclusion - Race/Sex - Sexual orientation - Gender identity - Culture - Religion Please also provide the total amount paid to each organisation/individual, broken down by year

Powys Response:

Q1. Under Section 21 of the Freedom of Information Act, an organisation does not have to respond to a request if the information being sought is reasonably accessible to the applicant by another means. Section 21 is absolute and therefore does not require a public interest test. Powys Teaching Health Board (PTHB) has applied this exemption to your request as the information you are seeking is available in the public domain.

To comply with our obligation under Section 16 of the Act, the duty to provide help and assistance. I can confirm the Powys Teaching Health Board (PTHB) has responded to a request recently of a similar nature which we feel answers the questions you raised. Please visit the following link to access the health board's [Disclosure Log](#) and the previous responses you need to review are:

- FOI 23.R.456 (December 2023)
- FOI.211.25 (February 2025)

I can confirm there has been no further spend in 2025 for Diversity, Equity and Inclusion (DEI) training.

Q2. I can confirm that Powys Teaching Health Board (PTHB) employs the following roles which involves DEI work:

- Service Improvement Manager Welsh Language & Equalities – Band 8A.
- Equality and Welsh Language Service Lead – Band 6.

Please note regarding the above roles, both members of staff work part time, and they both spend 50% of their time on Welsh language work, therefore PTHB has less than 1 FTE on Equality.

Q3. Please see the following link for the salary range for the above roles: [Agenda for change - pay rates | Health Careers](#)

Q4. I can confirm that Powys Teaching Health Board (PTHB) paid £500 to Diverse Cymru – Cultural Competence Scheme in 2023.

If you have queries or any concerns, contact details are given at the top of the letter. Please remember to quote the reference number above in any future communications. If you are dissatisfied with the handling or response to your request and wish to ask for a review of this, please contact us and we will arrange for this to be done.

Further information is available from the Information Commissioner's Office who can be contacted at:

Address: Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH.

Telephone: 0330 414 6421

Complaints Portal: www.ico.org.uk/foicomplaints

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

Re-use of Public Sector Information

All information supplied by the Health Board in answering a request for information (RFI) under the Freedom of Information Act 2000 will be subject to the terms of the Re-use of Public Sector Information Regulations 2015.

Under the terms of the Regulations, the Health Board will licence the re-use of any or all information supplied if being used in a form and for the purpose other than which it was originally supplied. This license for re-use will be in line with the requirements of the Regulations and the licensing terms and fees as laid down by the Office of Public Sector Information (OPSI). Most licenses will be free; however, the Health Board reserves the right, in certain circumstances to charge a fee for the re-use of some information which it deems to be of commercial value.

Further information including a sample license terms and fees can be found at [Open Government Licence](#).

Yours sincerely

A black rectangular box redacting the signature of Mark McIntyre.

Mark McIntyre
Deputy Director for People and Culture

Rydym yn croesawu derbyn gohebiaeth yng Nghymraeg. Byddwn yn ateb y fath ohebiaeth yng Nghymraeg ac ni fydd hyn yn arwain at oedi.

We welcome receiving correspondence in Welsh. We will reply to such correspondence in Welsh and this will not lead to a delay.