

**Freedom of Information Act 2000 – Request Reference FOI/24/414**

**Staff Training**

**Information Requested:**

Have the staff in question been trained in race awareness or anti-racist practice?

**Response Details:**

After considering your request, Cardiff and Vale University Health Board (the UHB) believes that the data requested is classed as personal data as defined under the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018. Its disclosure would be contrary to the data protection principles and constitute unfair and unlawful processing with regard to Articles 5, 6, and 9 of the UK GDPR. We are therefore withholding this detail under section 40(2) of the Freedom of Information Act 2000. This exemption is absolute and therefore there is no requirement to apply the public interest test.

Although the UHB cannot provide details on the training undertaken by the specific members of staff in question, the UHB is able to confirm that all staff, including nurses, are required to complete the mandatory training programme 'Equality, Diversity and Human Rights: Treat Me Fairly (Equality, Level 1): Promoting Equality and Human Rights in NHS Wales'.

Additionally, there is a module on the 'First Steps to Management' leadership and management programme which covers equality, diversity, and inclusion and the Welsh language. During this session, participants discuss race awareness and anti-racist practice. This course is not exclusively for nurses; however, nursing staff do attend.