



Ref: FOIA Reference 2022/23-719

Date: 22<sup>nd</sup> March 2023

Email [foi@uhnm.nhs.uk](mailto:foi@uhnm.nhs.uk)

Dear

I am writing to acknowledge receipt of your email dated 13th March 2023 requesting information under the Freedom of Information Act (2000) regarding Equality, Diversity and Inclusion (EDI) within the psychological workforce.

As of 1<sup>st</sup> November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

**Q1 As part of the Clinical Psychology Training Programme at the University of Birmingham, we are currently in the process of reviewing our recruitment and selection processes. In the future, we hope to ensure that our trainees are representative of the diverse communities and people that live in the Midlands region and that access onto our training programme is fair and equitable. We have partnered with the British Psychological Society (BPS) and the Psychological Professions Network (PPN) to undertake this task, as we also hope to develop some synergy across the region in a combined approach to Equality, Diversity and Inclusion (EDI) within the psychological workforce.**

**Before we can make any formal changes to the process, we first require data about the diversity within the Practicing Psychologist workforce (ethnicity and gender). I have approached various psychology leads to obtain this information at a regional level; however, what is evident is that this data is not held centrally. I was therefore wondering how I could obtain the following sets of information from your Trust**

- 1. The total number of all Practicing Psychologists in your Trust as defined by the HCPC**
- 2. The total number of Clinical Psychologists in your Trust**
- 3. The ethnic breakdown of all Practicing Psychologists in your Trust via census categories**
- 4. The ethnic breakdown of all Clinical Psychologists in your Trust via Census categories.**
- 5. The gender breakdown of all Practicing Psychologists in your Trust via census categories**
- 6. The gender breakdown of all Clinical Psychologists in your Trust via census categories**

A1 I can confirm that the Trust holds information regarding this request, but feel this information is exempt under section 21: *information reasonably accessible by other means*. This is because the information is available via the Trust's public website at the following link: your previous FOI request reference 504-2223 December 2023

<http://www.uhnm.nhs.uk/about-us/regulatory-information/freedom-of-information-publication-scheme/freedom-of-information-disclosure-log/>

\*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via [www.ico.org.uk](http://www.ico.org.uk).

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.



University Hospitals  
of North Midlands  
NHS Trust

Yours,

**Rachel Montinaro**

Data Security and Protection Manager - Records