



Ref: FOIA Reference 2023/24-720

Date: 15th February 2024

Email foi@uhnm.nhs.uk

Dear Sir/Madam

I am writing to acknowledge receipt of your email dated 24th January 2024 requesting information under the Freedom of Information Act (2000) regarding Chaplaincy Recruitment

As of 1st 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 Having seen your vacancy (Reference number: 205-5827091, University Hospital of North Midlands NHS Trust) advertised on NHS Jobs we are aware that you are currently in the process of recruiting to a Chaplaincy / Spiritual Care post.

The Network for Pastoral, Spiritual and Religious Care in Health (network-health.org.uk) works with the NHS and other Chaplaincy bodies to promote equality and diversity in high quality spiritual care.

We have noted that your advertisement has restricted the vacancy on the grounds of religion or belief - one of the characteristics protected in law. Chaplaincy guidelines do permit such restriction but also make it clear that posts should only be restricted where there is a genuine occupational requirement to do so.

In order to help us understand the specific circumstances in your organisation that led it to restrict the post, can you please:

Send us a copy of your Equality Impact Assessment that identifies and evaluates the requirement to restrict the post on the grounds of religion or belief.

A1 See attached document

Q2 In the event that no Equality Impact Assessment was completed, can you please state that this is the case.

A2 Not applicable

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

UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.

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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.

Yours,



Rachel Montinaro
Data Security and Protection Manager - Records