



Ref: FOIA Reference 2023/24-637

Royal Stoke University Hospital
Data, Security and Protection
Newcastle Road
Stoke-on-Trent
Staffordshire
ST4 6QG

Date: 14th March 2024

Email foi@uhnms.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 21st December 2023 requesting information under the Freedom of Information Act (2000) and regarding inequalities in the medical workplace

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNMS) 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 The [British Medical Association](#) is the trade union and professional body for all doctors and medical students in the UK.

As part of ongoing work undertaken by the BMA to improve the working lives of doctors, we are currently conducting a Freedom of Information request to all NHS trusts in the UK, along with Integrated care boards (ICBs), to better understand the support and facilities available to doctors in trusts that may impact on inequalities that occur within the workplace. The results of this will enable the BMA to provide meaningful and targeted advice to our members.

In order to gather this data effectively, under the Freedom of Information Act, I am writing to ask for you to complete the attached spreadsheet in response to the questions below.

- Please can I ask for the responses to these questions to be a simple ???Yes.??? or ???No.??? (please delete where appropriate, on the spreadsheet). The only exception to this is question 12, where further detail is required.**
- Please use the column ???Additional information??? to expand on your response and provide examples of best practice and explanation as to why you have responded ???No.???**
- Also provide the contact details for the people leading on best practice if you would be happy for follow-up communication.**

Questions:

Caring responsibilities

- 1) Does your Trust have a suitable area for staff where breastfeeding / milk expression can take place which meets the criteria of the Health and Safety Executive (criteria below)?
Criteria: ???You must provide a suitable area where pregnant workers and breastfeeding mothers can rest. It should include somewhere to lie down if necessary, be hygienic and private so they can express milk if they choose to ??? toilets are not a suitable place for this, include somewhere to store their mil, for example a fridge????
- 2) Do you hold facilities which are equipped to store expressed milk which staff can access (including during night and weekend duties)?
- 3) Do your staff have access to a workplace nursery?
- 4) Do you offer any other forms of employer supported childcare benefits?

Reporting and acting on discrimination

- 5) Have you performed any analysis on your pay data by ethnicity? including pay gaps, awards e.g. clinical excellence awards.
 - a. If yes. Have you separated the analysis to look at the ethnicity pay gap of your medical workforce?
- 6) Does your organisation provide an independent route (not HR or management) where staff can raise concerns of discrimination?
- 7) Do all staff inductions (including medical students on work placements and doctors on short term contracts) include information about how to raise concerns?
- 8) Does your trust use the NHS England [Just Culture Guide](#) or a similar process when [investigating incidents of patient safety?](#)

Faith, health and wellbeing

- 9) Does your Trust have a menopause policy?
- 10) Has your trust implemented the recommendations from Section 7. Appendix B of the NHS England [Uniforms and Workwear Guidance](#) (regarding accommodating faith groups) into your local policies?

International medical graduates

- 11) Does your Trust provide an induction for newly recruited international medical graduates?
 - a. If yes. Does your induction meet the minimum requirements set out in the document [Welcoming and Valuing International Medical Graduates: A guide to induction for IMGs recruited to the NHS?](#)

Specialty and specialist doctors (SAS)

- 12) What number of SAS doctors that you employ are in leadership or extended roles?
Respond as far as possible where you do collect the information. Please state in the comments column if you do not collect this information.

	Number of doctors
Total doctors employed	
Total SAS doctors employed	
SAS clinical leads	

SAS directors	
SAS appraisers	
SAS appraisal leads	
SAS clinical governance leads	
SAS medical directors	
SAS educational supervisors	
SAS undergraduate education lead	
SAS audit lead	

A1 Refer to the attached spread sheet that you supplied

*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.

Yours,



Rachel Montinaro
Data Security and Protection Manager - Records