



**University Hospitals
of North Midlands**
NHS Trust

Royal Stoke University Hospital

Quality, Safety and Compliance Department

Newcastle Road

Stoke-on-Trent

Staffordshire

ST4 6QG

Ref: FOIA Reference 2019/20-316

Date: 5th September 2019

Email foi@uhn.nhs.uk

Dear

I am writing in response to your email dated 30th August 2019 requesting information under the Freedom of Information Act (2000) regarding sexuality of our staff.

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 I am writing to you under the Freedom of Information Act 2000 to request the following information from your HR department:

As of April 1st 2019, 2018, 2017, 2016, and 2015:

1. How many Junior Doctors* do you have at your Trust?
2. What percentage of Junior Doctors declared their sexuality as Heterosexual?
3. What percentage of Junior Doctors declared their sexuality as non-Heterosexual?
4. What percentage of Junior Doctors chose not to declare their sexuality?
5. What percentage of Junior Doctors chose not to declare their gender?
6. What percentage of Junior Doctors chose not to declare their ethnicity?
7. What percentage of Junior Doctors chose not to declare their marital status?
8. What percentage of Junior Doctors chose not to declare they have a disability?
9. What percentage of Junior Doctors chose not to declare their religion?

***For the purpose of this request please consider any qualified doctor in a formal training programme to be a Junior Doctor. Please do not include medical students, Consultants, staff and associate grade doctors or locum doctors.**

Please provide the information by populating the following table:

	As of April 1st 2015	As of April 1st 2016	As of April 1st 2017	As of April 1st 2018	As of April 1st 2019
How many Junior Doctors do you have at your Trust?					
What percentage of Junior Doctors declared their sexuality as Heterosexual?					
What percentage of Junior Doctors declared their sexuality as non-					



Heterosexual?					
What percentage of Junior Doctors chose not to declare their sexuality?					
What percentage of Junior Doctors chose not to declare their gender?					
What percentage of Junior Doctors chose not to declare their ethnicity?					
What percentage of Junior Doctors chose not to declare their marital status?					
What percentage of Junior Doctors chose not to declare they have a disability?					
What percentage of Junior Doctors chose not to declare their religion?					

A1 Please refer to the table below:

	As of April 1st 2015	As of April 1st 2016	As of April 1st 2017	As of April 1st 2018	As of April 1st 2019
How many Junior Doctors do you have at your Trust?	524	510	502	459	435
What percentage of Junior Doctors declared their sexuality as Heterosexual?	21.95%	22.94%	16.14%	26.93%	27.82%
What percentage of Junior Doctors declared their sexuality as non-Heterosexual? Classifications Other than heterosexual	0.19%	0.59%	0.20%	0.87%	0.69%
What percentage of Junior Doctors chose not to declare their sexuality? Not declared / Unspecified / Undecided	77.86%	76.47%	83.67%	69.50%	71.49%
What percentage of Junior Doctors chose not to declare their gender?	0%	0%	0%	0%	0%
What percentage of Junior Doctors chose not to declare their ethnicity? Not Stated/Blank	2.86%	3.53%	1.79%	4.79%	5.06%
What percentage of Junior Doctors chose not to declare their marital status? Unknown / Blank	4.20%	6.47%	9.96%	13.51%	16.09%
What percentage of Junior Doctors chose not to declare they have a disability? Not declared / Unspecified	24.24%	16.08%	8.17%	12.64%	24.83%
What percentage of Junior Doctors chose not to declare their religion? not declared / Unspecified	77.67%	76.67%	83.27%	69.93%	72.41%

*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.

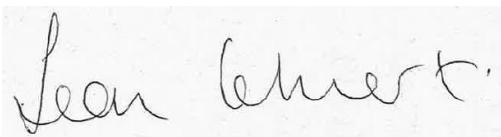
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and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

If following review of the responses I can be of any further assistance please contact my secretary on 01782 676474.

Yours,



Jean Lehnert
Information Governance Manager