

Our Ref: NG/RM/23005
Date: 30th January 2024

Nicola Griffiths
Deputy Director of Governance
North Staffordshire Combined Healthcare NHS Trust
Lawton House
Bellringer Road
Trentham
ST4 8HH

Reception: 0300 123 1535

Dear

Freedom of Information Act Request

I am writing in response to your e-mail of the 21st December 2023. Your request has been processed using the Trust's procedures for the disclosure of information under the Freedom of Information Act (2000).

Requested information:

As part of ongoing work 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.

Please see Appendix 1 attached.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review of the management of your request. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Dr Buki Adeyemo, Chief Executive, North Staffordshire Combined Healthcare Trust, Trust Headquarters, Lawton House, Bellringer Road, Trentham, ST4 8HH. If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision.

The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely



Nicola Griffiths
Deputy Director of Governance



Chairman: David Rogers
Chief Executive: Dr Buki Adeyemo
www.combined.nhs.uk

Follow us on Twitter: @CombinedNHS
Follow us on Facebook: www.facebook.com/NorthStaffsCombined



Name of organisation **North Staffordshire Combined Healthcare NHS Trust**

Question	Answer	Additional information
Q1	Yes	
Q2	Yes	
Q3	No	
Q4	No	
Q5 & 5a	Yes	
Q6	Yes	
Q7	Yes	
Q8	Yes	
Q9	Yes	
Q10	Yes	
Q11	N/A	
Q11a	N/A	

Q12	Number of doctors	Additional comments
Total doctors employed	55	
Total SAS doctors employed	10	
SAS clinical leads	0	
SAS directors	0	
SAS appraisers	6	
SAS appraisal leads	1	
SAS clinical governance leads	1	
SAS medical directors	1	
SAS educational supervisors	0	
SAS undergraduate education lead	0	
SAS audit lead	0	

Questions

Q1	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? (see criteria in the cover letter)
Q2	Do you hold facilities which are equipped to store expressed milk which staff can access (including during night and weekend duties)?
Q3	Do your staff have access to a workplace nursery?
Q4	Do you offer any other forms of employer supported childcare benefits?
Q5	Have you performed any analysis on your pay data by ethnicity? including pay gaps, awards e.g. clinical excellence awards.
Q5a	If yes. Have you separated the analysis to look at the ethnicity pay gap of your medical workforce?
Q6	Does your organisation provide an independent route (not HR or management) where staff can raise concerns of discrimination?
Q7	Do all staff inductions (including medical students on work placements and doctors on short term contracts) include information about how to raise concerns?
Q8	Does your trust use the NHS England Just Culture Guide or a similar process when investigating incidents of patient safety?
Q9	Does your trust have a menopause policy?
Q10	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?
Q11	Does your trust provide an induction for newly recruited international medical graduates?
Q11a	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?
Q12	What number of SAS doctors that you employ are in leadership or extended roles?