

Our Ref: NG/RM/24176  
Date: 6<sup>th</sup> June 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 15<sup>th</sup> May 2024. Your request has been processed using the Trust's procedures for the disclosure of information under the Freedom of Information Act (2000).

#### ***Requested information:***

- Have you implemented any EDI (equality, diversity, and inclusion) policies/ initiatives on race in your trust?

**Race Inclusion has been part of the Trust's Diversity and Inclusion focus over the past year.**

**The Trust is signed up to The RACE Code governance framework and has an associated action plan that we are progressing in relation to this. We are committed to becoming an Anti-Racist organisation and will be progressing work to support us in attaining this goal. We recently published our Anti-Racism statement / commitment <https://www.combined.nhs.uk/north-staffordshire-combined-healthcare-nhs-trust-publishes-its-anti-racism-statement/>**

**As an inclusive employer, we work to educate our workforce on inclusion, including race inclusion, and to actively develop our culture of inclusion and anti-discriminatory practice.**

**The Trust has an Inclusion in the Workplace Policy. This covers a wide range of equality groups and is not focused solely on race inclusion, although this is naturally part of the Policy.**

**The Trust is among the leading performers in the NHS Workplace Race Equality Standard (WRES) nationally, and work hard to develop and improve in relation to this standard. We are also developing our approach and action plan in relation to the NHS Patient and Carer Race Equality Framework (PCREF).**

- Have you received any complaints, either from staff or the general public, about these policies/initiatives? **No**

If so, please provide details of the total number of complaints you have received, reasons given for the complaint/s and any actions taken.

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**



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Chair: Janet Dawson  
Chief Executive: Dr Buki Adeyemo  
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