

Our Ref: NG/RM/25414
Date: 23rd December 2025

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Reception: 0300 123 1535

Dear

Freedom of Information Act Request

I am writing in response to your e-mail of the 27th November 2025. Your request has been processed using the Trust's procedures for the disclosure of information under the Freedom of Information Act (2000).

Requested information:

Under the Freedom of Information Act 2000, I am writing to request information regarding Peer Support Workers (PSWs) and other lived-experience roles within your trust. For clarity, "peer support workers" refers to staff employed in roles where lived experience of mental health challenges is essential to their work.

I would be grateful if you could provide the following information as of 1st November 2025:

1. Workforce numbers:
 - a. Total number of Peer Support Workers employed in the Trust and number of volunteer PSWs (if applicable). **30**
 - b. Total number of other roles where lived experience is an essential requirement (e.g., peer trainers, peer educators). **This is part of existing role**
 - c. Percentage of PSW workforce who are on a fixed-term contract. **67%**
2. Role banding / grading:
 - a. Number of PSWs at each NHS band (e.g., Band 2, 3, 4, etc.).
 - **10 band 2**
 - **14 band 3**
 - **1 band 4**
 - **3 band 5**
 - b. Number and names of other lived-experience roles at each band.
 - **2 Senior Peer support worker**
 - **1 Wellbeing college coordinator**
 - **1 Wellbeing college peer student support/ trainer**

3. Training and development:
 - a. Are PSWs trained internally by the Trust, externally by a third party, or both? **Both, externally with IMROC and apprenticeships.**
 - b. Do PSWs receive training prior to starting their role, on-the-job, or a combination of both? **On the job**
 - c. Continuing Professional Development (CPD) opportunities available for PSWs.
An away day each year, LMS for training. Any additional training required personally or professionally e.g. peer support worker supervisor training is identified through appraisal and supervision.
 - d. Career progression routes for PSWs (brief description or number progressing to other roles in the last 12 months). **None. However, the Trust has a carer pathway in development and hopeful creation of a band 6 and 7 lived experience role.**
4. Absence and wellbeing:
 - a. Average sickness absence for PSWs over the past 18 months (days lost per FTE).
304.80 FTE
 - b. If available, the percentage of sickness absence related to mental health. **231.40 days lost per FTE**
5. Directorate allocation:
 - a. Number of PSWs employed in each directorate/service area (please name each directorate area within your response).
 - **Community- 15**
 - **Primary care- 1**
 - **Acute and Urgent Care- 6**
 - **Specialist- 4**
 - **Nursing & Quality- 2**
 - b. Where peer support sits within the organisation structure (e.g., Patient Participation and Involvement, Nursing, Recovery Services, or other)-please describe.
 - **Patient participation and involvement/ wellbeing college**
 - **Inpatient services**
 - **Community services- parent and baby**
 - **CASTT**
 - **Rehab**
 - **CAMHS**
 - **Learning Disabilities Services**
 - **Health & Justice**

6. Workforce composition:
 - a. Percentage of the Trust's total workforce in lived experience or peer support roles. **2%**
 - b. Number and percentage of roles with essential lived experience within the job description/ person specification relative to total trust workforce. **30- 2 vacant posts.**
 - c. Ethnic diversity of PSWs (percentage of PSW's who identify as BAME). **8%**
7. Workforce trends:
 - a. Has the number of PSW or lived-experience roles increased, decreased, or stayed the same over the past 18 months? **Increased**
 - b. Any anticipated change in the number of PSW roles over the next 18 months (optional/ if available). **Planned increase**

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