

Our Ref: NG/RM/26148
Date: 17th June 2026

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 3rd June 2026. Your request has been processed using the Trust's procedures for the disclosure of information under the Freedom of Information Act (2000).

Requested information:

This is a request under the Freedom of Information Act 2000. Please provide the following information regarding the Trust's internal workforce data reporting and accessibility frameworks, in relation to appraisal and training compliance data and reports.

For the purposes of this request, "PID-level" refers strictly to Person-Identifiable Data (i.e., data broken down to individual staff member names or staff work-based email addresses) rather than aggregated department-level figures.

Please complete the attached excel template with your answers for the below questions.

1. Trust status
 - a. Please state your Trusts' full name (i.e. no acronyms)
 - b. Please state whether you are an:
 - Acute Foundation Trust.
 - Acute Non-Foundation Trust.
 - Mental Health Foundation Trust.
 - Mental Health Non-Foundation Trust.
 - Community Foundation Trust.
 - Community Non-Foundation Trust.
 - Integrated Acute & Community Trust.
 - Specialist Trust.
 - Care Trust.
2. Accessibility of Performance Data
 - a. Does the Trust make individual PID-level staff appraisal and mandatory training compliance data directly accessible to staff via local intranet or accessible platforms (such as Microsoft SharePoint, local intranet dashboards, PowerBI hubs, Tableau hubs, or shared drives)? (yes/no)

Note: Please exclude any access routed directly through the national Electronic Staff Record (ESR) platform or similar.

If yes, please provide:

- b. The month and year the appraisal and training report(s) were implemented on the accessible platform in the format of mmm-yyyy. If the month is unknown, please still provide the year.
- c. The generic name of the platform you use (such as Microsoft SharePoint, local intranet, PowerBI hubs, Tableau hubs, or shared drives)

3. Access Permissions & Restriction Protocols

If the reports/dashboards identified in Question 1 exist, please confirm how access to this person-identifiable compliance data is governed:

- a. Is the information visible to all corporate network users uniformly (yes/no)?
- b. Is the information visible to all network users uniformly (i.e. all staff, irrespective of role) (yes/no)?
- c. Is access restricted based on specific user profile permissions? (yes/no)
 - If restricted, please state the criteria used (e.g., restricted by individual Username, restricted exclusively to users with Line Manager/ Supervisor status, or restricted by Departmental/Directorate boundaries).
- d. Other – If 'other', please provide a brief description of how this is governed.

4. Recorded KPI Impact Data

If the reports/dashboards identified in Question 1 exist, to understand the operational impact of making these reports available, please provide the Trust's monthly KPI compliance rates to two decimal places (0.00%) for

- a. Staff appraisals, and
- b. Mandatory training (either 'core' training or all training required – whichever is easier to supply)
 - The end-of-financial-year compliance (%) figures for the March before the platform's implementation.
 - The end-of-financial-year compliance (%) figures for the subsequent three Marches after platform implementation (if implementation is less than three complete financial years, please provide the end of financial year March figures up to March 2026).

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

Question 1: Trust status	Answer	Answer format
Question 1a: Trust Name	North Staffordshire Combined Healthcare NHS Trust	<i>free text</i>
Question 1b: Trust Type	Mental Health Non-Foundation Trust	<i>picklist</i>
Question 2: Accessibility of Performance Data	Answer	Answer format
Question 2a: Does a PID-level staff appraisal/training portal exist via local intranet/platforms (excluding ESR or similar)? (Yes / No)	No	<i>picklist</i>
If 'yes' to 2a, please answer the following questions:		
Question 2b: If Yes, what specific platform type is used? (e.g. SharePoint, PowerBI, Tableau, Intranet)	N/A	<i>free text</i>
Question 2c: What was the specific month and year of implementation? (Format: mmm-yyyy, or yyyy if month not known)	N/A	<i>mmm-yyyy</i>
Question 3: Access Permissions & Restriction Protocols	Answer	Answer format
Question 3a: Is the information visible to all corporate network users uniformly? (Yes / No)	No	<i>picklist</i>
Question 3b: Is the information visible to all network users uniformly (all staff, irrespective of role)? (Yes / No)	No	<i>picklist</i>
Question 3c: Is access restricted based on specific user profile permissions? (Yes / No)	Yes	<i>picklist</i>
If restricted, please state the criteria used:		Line Manager
		<i>free text</i>
Question 4d: Other Governance — Please provide a brief description if 'other'.	N/A	<i>free text</i>
Question 4: Recorded KPI Impact Data	Answer	Answer format
Question 4a: Staff Appraisals — March Compliance (%) before platform implementation.	N/A	<i>%, 2 decimal places</i>
Question 4a: Staff Appraisals — Subsequent March Compliance (%) Year 1 post-implementation.	N/A	<i>%, 2 decimal places</i>
Question 4a: Staff Appraisals — Subsequent March Compliance (%) Year 2 post-implementation.	N/A	<i>%, 2 decimal places</i>
Question 4a: Staff Appraisals — Subsequent March Compliance (%) Year 3 post-implementation (or up to March 2026).	N/A	<i>%, 2 decimal places</i>
Question 4b: Mandatory Training — March Compliance (%) before platform implementation.	N/A	<i>%, 2 decimal places</i>
Question 4b: Mandatory Training — Subsequent March Compliance (%) Year 1 post-implementation.	N/A	<i>%, 2 decimal places</i>
Question 4b: Mandatory Training — Subsequent March Compliance (%) Year 2 post-implementation.	N/A	<i>%, 2 decimal places</i>
Question 4b: Mandatory Training — Subsequent March Compliance (%) Year 3 post-implementation (or up to March 2026).	N/A	<i>%, 2 decimal places</i>