

Our Ref: NG/RM/26149
Date: 30th 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:

The purpose of this letter is to submit a FOIA request on HW4P's behalf, expeditious compliance with which is necessary for its vital work. The request is set out at paragraphs 4-5 below.

As set out below, in line with ICO Guidance we ask for a prompt response to this request and note that in any case a response is required within 20 working days.

Request for Information

1. Please confirm whether your Trust has
 - (i) Adopted or intends to adopt, or
 - (ii) Has formally decided not to adopt, the International Holocaust Remembrance Alliance's ('IHRA') definition of Antisemitism. Please provide the body (e.g. Board or named committee) which has made that decision and the date of that decision.

Following the NHS England adoption of the IHRA working definition of antisemitism, North Staffordshire Combined Healthcare NHS Trust, together with our Integrated Care System partners across Staffordshire and Stoke on Trent, have issued the following statement confirming that we are opposed to antisemitism, taking into account the IHRA definition alongside other definitions, on a case by case basis if required.

The Trust continually reviews its position and is currently considering our response to the Lord Mann Review.



Chair: Janet Dawson
Chief Executive: Dr Buki Adeyemo
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ICS Anti-Racism and Anti-Religious Hatred Statement:

Standing together against racism, antisemitism, Islamophobia and other hatred Across our two Integrated Care Systems in Shropshire, Telford and Wrekin, and Staffordshire and Stoke-on-Trent, we are united in our commitment to creating safe, inclusive and respectful environments for all. We are clear and unequivocal in our stance: racism, antisemitism, Islamophobia and all forms of religious and racial hatred have no place in our workplaces, our services or the communities we serve.

We are committed to becoming actively anti-racist organisations. This means not only standing against racism in all its forms, but taking deliberate and sustained action to identify, challenge and dismantle the structures, behaviours and inequalities that allow it to persist. We recognise that racism is experienced in both overt and subtle ways, and we expect all colleagues to role-model inclusive, compassionate behaviours and to speak up when discrimination occurs.

We also stand firmly against religious hatred in all its forms. Antisemitism, Islamophobia and hostility towards people of all faiths and beliefs are unacceptable and will not be tolerated. Everyone - patients, service users, staff and communities - has the right to feel safe, respected and valued, regardless of their background, identity or beliefs.

We are clear that statements alone do not create change. Real change requires consistent, visible action. Across our systems, we are committed to embedding anti-racist principles into our leadership, policies, workforce practices and service delivery. This includes listening to lived experiences, addressing inequalities, holding ourselves to account, and taking meaningful steps to build a culture of belonging for all.

Creating inclusive environments is a shared responsibility. We encourage all colleagues to seek support and to speak up if they experience or witness racism or religious discrimination. If you witness or experience racial or religious abuse, please report it through your organisation's established processes so that appropriate action can be taken. Support and advice are available through:

- **People/HR Teams**
- **Equality, Diversity and Inclusion specialists**
- **Freedom to Speak Up Guardians and Champions**
- **Staff Network leads and representatives**
- **Staff Support and Counselling Services**

Together, through our actions as well as our words, we will continue to build a culture where everyone feels safe, valued and that they truly belong. By

standing together, we send a clear and collective message: hatred and discrimination will not be tolerated, and inclusion, compassion and respect will always define who we are.

2. Please provide:

- a. The email address of your Trust's Chief Executive Officer (or alternatively, the appropriate email address of the office of the Chief Executive Officer).
Staff email addresses are exempt as they constitute personal data and would contravene the principles of the Data Protection Act 2018 (in accordance with qualified exemption S40 (2)(a) of the FOI Act).

You can contact the Chief Executive Officer's Executive assistant on the reception number above.

- b. The email address to be used for service of legal correspondence and proceedings on your Trust (e.g. the legal team's email address). **The department has a generic email address, MHLaw@combined.nhs.uk**

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