

5 April 2024

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Our Ref: FOI/05011

Thank you for your request concerning inequalities in the medical workplace.

Your request has been considered and processed in accordance with the requirements of the Freedom of Information (FOI) Act 2000.

QUESTIONS

Caring responsibilities

- 1) 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 (criteria below)?
Criteria: 'You must provide a suitable area where pregnant workers and breastfeeding mothers can rest. It should include somewhere to lie down if necessary, be hygienic and private so they can express milk if they choose to – toilets are not a suitable place for this, include somewhere to store their milk, for example a fridge?'
- 2) Do you hold facilities which are equipped to store expressed milk which staff can access (including during night and weekend duties)?
- 3) Do your staff have access to a workplace nursery?
- 4) Do you offer any other forms of employer supported childcare benefits?

Reporting and acting on discrimination

- 5) Have you performed any analysis on your pay data by ethnicity? including pay gaps, awards e.g. clinical excellence awards.
 - a. If yes. Have you separated the analysis to look at the ethnicity pay gap of your medical workforce?
- 6) Does your organisation provide an independent route (not HR or management) where staff can raise concerns of discrimination?
- 7) Do all staff inductions (including medical students on work placements and doctors on short term contracts) include information about how to raise concerns?
- 8) Does your trust use the NHS England [Just Culture Guide](#) or a similar process when [investigating incidents of patient safety](#)?

Faith, health and wellbeing

- 9) Does your trust have a menopause policy?
- 10) 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?

International medical graduates

- 11) Does your trust provide an induction for newly recruited international medical graduates?
 - a. 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?](#)



Specialty and specialist doctors (SAS)

12) What number of SAS doctors that you employ are in leadership or extended roles? Respond as far as possible where you do collect the information. Please state in the comments column if you do not collect this information.

	Number of doctors
Total doctors employed	
Total SAS doctors employed	
SAS clinical leads	
SAS directors	
SAS appraisers	
SAS appraisal leads	
SAS clinical governance leads	
SAS medical directors	
SAS educational supervisors	
SAS undergraduate education lead	
SAS audit lead	

ANSWERS

Please see attached spreadsheet as request.

Should you require further clarification, please do not hesitate to contact me.

Please find enclosed an information sheet regarding copyright protection and the Trust's complaints procedure in the event that you are not satisfied with the response.

Yours sincerely

Sue Smith

**Sue Smith
Information Rights Officer**

Enc: Copyright Protection and Complaints Procedure Information Leaflet.

If you would like to complete a short survey in relation to your Freedom of Information request please scan the QR code below or click [here](#).

