

Reference Number: FOI202324/427
From: Other
Date: 21 December 2023
Subject: Facilities and support for doctors for health and wellbeing, caring responsibilities and faith

Q1 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? (see criteria in the cover letter)

A1 No. There is not a designated area for breastfeeding but departments can easily facilitate an area if possible.

Q2 Do you hold facilities which are equipped to store expressed milk which staff can access (including during night and weekend duties)?

A2 No

Q3 Do your staff have access to a workplace nursery?

A3 Yes

Q4 Do you offer any other forms of employer supported childcare benefits?

A4 No

Q5 Have you performed any analysis on your pay data by ethnicity? including pay gaps, awards e.g. clinical excellence awards.

Information exempt under Section 21 of the Freedom of Information Act 2000 - 'Information reasonably accessible to the applicant by other means'.

This information is available on our website, it can be found within our Equality, Inclusion, Diversity and Belonging section - Gender Pay Gap Report 2022: <https://www.lhch.nhs.uk/media/.resources/649c5ec9a132f4.29446753.pdf>

A5

Q5a If yes. Have you separated the analysis to look at the ethnicity pay gap of your medical workforce?

A5a As per A5

Q6 Does your organisation provide an independent route (not HR or management) where staff can raise concerns of discrimination?

A6 Yes - Freedom to Speak Up (FTSU)

Q7 Do all staff inductions (including medical students on work placements and doctors on short term contracts) include information about how to raise concerns?

A7 Yes

Q8 Does your trust use the NHS England Just Culture Guide or a similar process when investigating incidents of patient safety?

A8 Yes

Q9 Does your trust have a menopause policy?

A9 Yes

Q10 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?

A10 Yes

Q11 Does your trust provide an induction for newly recruited international medical graduates?

A11 Yes

Q11a 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?

A11a Yes

Q12 What number of SAS doctors that you employ are in leadership or extended roles?

A12 Information not held – the Trust does not routinely collate or hold this information centrally as part of its management or performance data.