

Freedom of Information Request

Reference Number: EPUT.FOI.24.3359
Date Received: 8th February 2024

Information Requested:

1. What is the gender breakdown of your employees, at the date this request is received?
a. Male (including transgender men)

Substantive - 1503; Bank - 669; Retainer – 56

b. Female (including transgender women)

Substantive – 5414; Bank – 1464; Retainer – 214

c. Non-binary

d. Other

ESR does not hold Trans or Non-binary as gender options.

2. Does your Trust have a workplace menopause policy?

Yes/No

No – menopause is referenced in our overarching Employee Well-being, Sickness and Ill Health Policy.

3. If yes to Q2, please outline the specific support available for your Trust's employees going through the menopause.

Although not contained within a 'stand-alone' policy the Trust does have the following resources available to support Trust employees (and their colleagues or managers):

- Menopause Toolkit
- Reasonable Adjustments Passport
- Menopause Training for staff and managers
- Menopause Café (from 8 March 2024)
- Dedicated internal intranet page

4. Does your Trust have a 'menopause champion'?

Our Employee Experience Managers are also designated as 'Menopause Advocates'.

5. Does your Trust offer flexible working for your employees going through menopause?

Yes/No

Yes

6. Has your Trust received any employee complaints that mention the menopause?

For the last 10 calendar years.

Yes/No

This is not held as a grievance / dignity and respect reason in the ER functionality within ESR.

To review all grievance / dignity and respect records over 10 years to find 'mention' of the menopause would exceed 18 hours of staff time to respond.

Please see applied exemption.

7. If yes to Q.6, please specify how many employee complaints that mention the menopause you have received.

As above

8. How many women (including transgender women) and men (including transgender men) of the following age ranges worked at your Trust in the following months?

December-2021

December-2022

December-2023

a. Under 25

b. 25-34

c. 35-44

d. 45-54

e. 55-64

f. 65 and over

<u>Substantive</u>				<u>Bank</u>			
Year	Age Band	Female	Male	Year	Age Band	Female	Male
2021	Under 25	189	65	2021	Under 25	188	67
	25-34	914	208		25-34	364	102
	35-44	1056	296		35-44	470	129
	45-54	1298	354		45-54	599	152
	55-64	1022	266		55-64	621	141
	65 and over	183	49		65 and over	167	79
Total		4662	1238	Total		2409	670
2022	Under 25	205	56	2022	Under 25	166	59
	25-34	1048	255		25-34	281	88
	35-44	1138	328		35-44	463	166
	45-54	1349	372		45-54	507	147
	55-64	1017	274		55-64	462	143
	65 and over	189	43		65 and over	159	58
Total		4946	1328	Total		2038	661
2023	Under 25	215	52	2023	Under 25	116	57
	25-34	1126	286		25-34	257	118
	35-44	1275	381		35-44	390	173
	45-54	1377	420		45-54	353	183
	55-64	1115	295		55-64	256	106
	65 and over	221	50		65 and over	86	34

Total	5329	1484
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Total	1458	671
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Retainer

Year	Age Band	Female	Male
2022	Under 25	0	0
	25-34	1	0
	35-44	1	0
	45-54	3	2
	55-64	4	0
	65 and over	3	1
Total		12	3
2023	Under 25	6	4
	25-34	26	7
	35-44	41	17
	45-54	72	6
	55-64	94	17
	65 and over	48	20
Total		287	71

Applied exemption:

Section 12 (Exemption where cost of compliance exceeds appropriate limit):

- (1) Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.
- (2) Subsection (1) does not exempt the public authority from its obligation to comply with paragraph (a) of section 1(1) unless the estimated cost of complying with that paragraph alone would exceed the appropriate limit.
- (3) In subsections (1) and (2) “the appropriate limit” means such amount as may be prescribed, and different amounts may be prescribed in relation to different cases.
- (4) The Secretary of State may by regulations provide that, in such circumstances as may be prescribed, where two or more requests for information are made to a public authority—
 - (a) by one person, or
 - (b) by different persons who appear to the public authority to be acting in concert or in pursuance of a campaign, the estimated cost of complying with any of the requests is to be taken to be the estimated total cost of complying with all of them.
- (5) The Secretary of State may by regulations make provision for the purposes of this section as to the costs to be estimated and as to the manner in which they are to be estimated

Publication Scheme:

As part of the Freedom of Information Act all public organisations are required to proactively publish certain classes of information on a Publication Scheme. A publication scheme is a guide to the information that is held by the organisation. EPUT's Publication Scheme is located on its Website at the following link

<https://eput.nhs.uk>