

Freedom of Information Request

Reference Number: EPUT.FOI.23.3290
Date Received: 21st of December 2023

Information Requested:

In order to gather this data effectively, under the Freedom of Information Act, I am writing to ask for you to complete the attached spreadsheet in response to the questions below.

Please can I ask for the responses to these questions to be a simple “Yes.” or “No.?” (Please delete where appropriate, on the spreadsheet). The only exception to this is question 12, where further detail is required.

Please use the column ‘Additional information’ to expand on your response and provide examples of best practice and explanation as to why you have responded “No.”

Also provide the contact details for the people leading on best practice if you would be happy for follow-up communication.

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)?

No

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 mil, 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)?

No

3. Do your staff have access to a workplace nursery?

No

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

The Trust believes that this information is publicly available on the <https://eput.nhs.uk/your-eput-career/why-join-us/staff-benefits/> website and therefore is applying a Section 21 exemption of the Act (Information accessible to applicant by other means):

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.

The Trust believes that this information is publicly available on the <https://eput.nhs.uk/about-us/equality-and-inclusion/delivering-equality/> website and therefore is applying a Section 21 exemption of the Act (Information accessible to applicant by other means):

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

See response to question 5

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

Yes, through Freedom to Speak Up: Freedom to Speak Up (eput.nhs.uk) or with one of the Trust's staff side representatives: Trade Unions (eput.nhs.uk)

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

Yes

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

Please find attached a copy of the Just Culture guide which is sent out with commissioning paperwork when an incident is being investigated

9. Does your trust have a menopause policy?

We do not have a stand-alone menopause policy, it would be referenced in other policies as appropriate and we have a toolkit which supports management and staff with issues relating to menopause.

10. Has your trust implemented the recommendations from Section 7. Appendix B of the NHS England Uniforms and Work wear Guidance (regarding accommodating faith groups) into your local policies?

Yes – our policy contains the following guidance:

Where issues of uniform/dress code apply and may impact on Religious Belief or disability, the Executive Nurse will consult with representatives of that group to ensure no discrimination has been made. Sensitivity will apply at all times in conjunction with Health & Safety at Work Regulations. However, where any deviation from the policy and associated procedures is requested on these grounds, health and safety and/or cross infection control legislation would over-ride such requests.

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

Yes

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?

Yes, we do provide induction along with other doctors - EPUT Medical Education direct them to attend Deanery IMG specific induction in addition.

Our own internal formal induction meets most requirements as set out in the document however all of this is covered on an individual basis through mentors

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 - 333

Total SAS doctors employed - 71

SAS clinical leads - 0

SAS directors - 0

SAS appraisers - 0

SAS appraisal leads - 0

SAS clinical governance leads - 0

SAS medical directors - 0

SAS educational supervisors - 0

SAS undergraduate education lead - 1

SAS audit lead - 0

SAS advocate - 1

Section 21: Information accessible to applicant by other means.

(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.

(2) For the purposes of subsection (1)—

(a) information may be reasonably accessible to the applicant even though it is accessible only on payment, and

(b) information is to be taken to be reasonably accessible to the applicant if it is information which the public authority or any other person is obliged by or under any enactment to communicate (otherwise than by making the information available for inspection) to members of the public on request, whether free of charge or on payment.

(3) For the purposes of subsection (1), information which is held by a public authority and does not fall within subsection (2)(b) is not to be regarded as reasonably accessible to the applicant merely because the information is available from the public authority itself on request, unless the information is made available in accordance with the authority's publication scheme and any payment required is specified in, or determined in accordance with, the scheme.

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>