

FOI 0423/2023 Response

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 mil, for example a fridge?'

Yes

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

Yes

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

No

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

Yes

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.

Yes

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

Yes

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

Yes

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](#)?

Yes

Faith, health and wellbeing

9. Does your trust have a menopause policy?

No however, we do have a menopause toolkit, menopause related training and staff networks, and we are also introducing the menopause passport into the Trust.

The Menopause passport is a personalised passport which allows Women to indicate when they are in need of more support at work. Adjustments could include taking more breaks, working different shifts or sitting closer to the toilets and air conditioning.

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?

Yes