

Freedom of Information Request

Ref: 23-961

15 January 2024

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

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?'

Yes, it is the responsibility of the manager to meet this duty of care at local level by securing suitable accommodation and access to refrigeration 24/7 where permanent facilities are not across our multi-site Trust.

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

Yes, as above.

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

No

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

Childcare Voucher Salary Sacrifice Scheme for eligible colleagues and signposting to advisory childcare and financial services.

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.

No

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

Not applicable

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

Freedom to Speak Up Guardian

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?

The Trust Health and Sickness Policy, in development, includes a section on the exclusive interventions available to support colleagues and managers experiencing perimenopause and menopause.

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?

For HR policies, our Dress Code & Uniform Policy states the following in the introduction

As far as possible, subject to the overriding requirements of patient safety and public confidence, staff should feel comfortable at work. If a member of staff requires modifications or adaptations to this policy for example for health and wellbeing, cultural or any other reason this should be discussed with their manager with advice as appropriate on a case by case basis. Also the policy includes the NHS England Uniforms and Workwear Guidance referred to in the question and the Equality and Human Rights Commission Religion or belief: dress codes and religious symbols guidance (<https://www.equalityhumanrights.com/en/advice-and-guidance/religion-or-belief-dress-codes-and-religious-symbols>) in the references.

International medical graduates

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?

We have induction for newly appointed International Medical Graduates (IMGs) and are trying to ensure that we comply with the published NHS guidance regarding International Medical Graduate recruitment. We are planning to create a package to support IMGs at pre induction (pre-arrival), arrival and ongoing during their stay at the Trust.

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	1870
Total SAS doctors employed	111
SAS clinical leads	2
SAS directors	0
SAS appraisers	6
SAS appraisal leads	0
SAS clinical governance leads	2
SAS medical directors	0
SAS educational supervisors	9
SAS undergraduate education lead	4
SAS audit lead	2

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust