

**Freedom of Information Request**

**Ref: 25-587**

19 August 2025

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

**Request for Information under the Freedom of Information Act 2000 (FOIA)**

- 1. We are a law firm and act for Health Workers 4 Palestine ("HW4P"), a private company limited by guarantee (Company number: 15544250). HW4P advocates for the rights of Palestinian health workers, and its aims include ensuring that healthcare workers are protected and supported globally during humanitarian crises and armed conflict.**
- 2. The purpose of this letter is to submit a FOIA request on HW4P's behalf, expeditious compliance with which is necessary for its vital work. The request is set out at paragraphs 4-5 below.**
- 3. As set out below, in line with ICO Guidance we ask for a prompt response to this request, and note that in any case a response is required within 20 working days.**

**Request for Information**

- 4. Please disclose any correspondence received by your organisation (including by your chief executive) in the last 6 months from NHSE regarding (i) uniform policy, (ii) use of political symbols by NHS staff.**

None.

- 5. Please disclose any new uniform policy for your organisation from the last 6 months, including policies which are in draft and not yet published or implemented.** We have made the following amendments to our uniform policy (please see the attached document):

May 2025

Added Pro-Equity promise and that a plain short-sleeve t-shirt in a matching colour can be worn underneath the uniform.

## Pro-Equity Promise

The policy ensures that all staff working within University Hospitals Bristol & Weston NHS Foundation Trust (the Trust or UHBW) understand the expected standards of the dress code, whether clinical or non-clinical, in uniform or non-uniform.

## Our Pro-equity approach

Pro-Equity is inclusion in everything we do, even when people aren't looking. It is embracing full hearted care by making UHBW a better place to work, building a place where everyone feels truly safe to be themselves. Where our differences are our strengths, and everyone feels like they belong here, because they do.

### To be Pro-Equity:

- We must be against that which prevents it. We will be anti-racist, anti-ableist, anti-sexist, anti-homophobic ... we will be actively against all forms of discrimination.
- We will address our practices and culture in a compassionate way.
- We will have difficult and uncomfortable conversations so that we can listen to learn, grow, and change to make things fair, because right now, they are not.

## Our commitment

This won't be easy, but it will be worth it. Because by doing this we can make a real difference to the lives we touch. Not just for colleagues, but for everyone. Patients. Family. Community. We're all in. We're committed to Pro-Equity. We're committed to being and doing better, for everyone. We are Team UHBW.

June 2025

Updated broken hyperlink to EHRC guidance. [Equality and Human Rights Commission Religion or belief: dress codes and religious symbols guidance](#)

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**