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King's Mill Hospital
Mansfield Road
Sutton in Ashfield
Nottinghamshire
NG17 4JL

RE: Freedom of Information Request

Tel: 01623 622515
Join today: www.sfh-tr.nhs.uk

7th February 2024

Dear Sir/Madam

With reference to your request for information received on 21st December 2023, I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information you have requested. A response to each part of your request is provided below.

In your request you asked:

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 – We have a staff pod in the main KTC, and breast / chest feeding room on the maternity ward.

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

No designated milk fridges except for the maternity ward

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

The Trust has an onsite nursery.

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

Staff can access childcare support via the governments tax free childcare scheme, the childcare voucher scheme is no longer available for new users and has been replaced by the tax-free childcare scheme. Staff employed by Sherwood Forest Hospitals can use the onsite salary sacrifice scheme to pay childcare costs.

Home, Community, Hospital.

Patient Experience Team
01623 672222
sfh-tr.pet@nhs.net



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Chair Claire Ward
Chief Executive Paul Robinson

Staff can also access grant funded childcare places for children who are aged 3years/4 years, some 2-year-olds can access the funding if they meet certain criteria. There are planned changes to childcare funding from April 2024 to initially include all 2 years olds and will eventually be rolled out to children from the term after they turn 9 months old.

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?

<https://www.sfh-tr.nhs.uk/media/16920/enc-09-wres-report-23-24-final.pdf>

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

Yes - Freedom to Speak up Guardians and Champions information available

<https://www.sfh-tr.nhs.uk/work-for-us/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 – for students and non-students.

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?

Yes

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?

Sherwood has not currently implemented but the Dress Code and Uniform policy is in the process of being approved. The changes to the policy will make it compliant with Section 7 Appendix B of NHS England's Uniforms and Workwear Guidance.

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?](#)

Yes

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	Additional Comments
Total doctors employed	684	Based on substantive headcount (individuals not 'full time equivalent')
Total SAS doctors employed	333	Based on substantive headcount (individuals not 'full time equivalent')
SAS clinical leads	1	
SAS directors	0	
SAS appraisers	1	
SAS appraisal leads	0	
SAS clinical governance leads	1	
SAS medical directors	0	
SAS educational supervisors	6	
SAS undergraduate education lead	0	
SAS audit lead	5	

I trust this information answers your request. Should you have any further enquiries or queries about this response please do not hesitate to contact me. However, if you are unhappy with the way in which your request has been handled, 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: Sally Brook Shanahan, Director of Corporate Affairs, King's Mill Hospital, Mansfield Road, Sutton in Ashfield, Nottinghamshire, NG17 4JL or email sally.brookshanahan@nhs.net.

If you are dissatisfied with the outcome of the internal review, you can apply to the Information Commissioner's Office, who will consider whether we have complied with our obligations under the Act and can require us to remedy any problems. Generally, the Information Commissioner's Office cannot decide unless you have exhausted the internal review procedure. You can find out more about how to do this, and about the Act in general, on the Information Commissioner's Office website at: <https://ico.org.uk/your-data-matters/official-information/>.

Complaints to the Information Commissioner's Office should be sent to FOI/EIR Complaints Resolution, Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Telephone 0303 1231113, email casework@ico.org.uk.

If you would like this letter or information in an alternative format, for example large print or easy read, or if you need help with communicating with us, for example because you use

British Sign Language, please let us know. You can call us on 01623 672232 or email sfh-tr.foi.requests@nhs.net.

Yours faithfully

Information Governance Team

All information we have provided is subject to the provisions of the Re-use of Public Sector Information Regulations 2015. Accordingly, if the information has been made available for re-use under the [Open Government Licence](#) (OGL) a request to re-use is not required, but the licence conditions must be met. You must not re-use any previously unreleased information without having the consent from Sherwood Forest Hospitals NHS Foundation Trust. Should you wish to re-use previously unreleased information then you must make your request in writing. All requests for re-use will be responded to within 20 working days of receipt.