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31 Jul, 2025

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Join today: www.sfh-tr.nhs.uk

Dear Sir/Madam

Freedom of Information Act (FOI) 2000 - Request for Information Reference: Disability
Support in NHS Trusts/Boards

I am writing in response to your request for information under the FOI 2000.

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. Please accept our sincere apologies for the delay.

Home, Community, Hospital.

FOI Request / Question	Question Response	Is there an exemption?	Exemption	Exemption Details
1. Does your Trust/Board use Bradford Factor scoring as part of monitoring sickness absence?	No.			
2. Does your Trust/Board's sickness absence policy include a threshold at which sickness absence triggers performance management action? If yes, what is the threshold? (either days absent or, if used, Bradford Factor score)	2 absences in a rolling six-month period; or 1 absence of more than 15 calendar days; a target previously set which has been breached related to the previous two targets listed; or a pattern of absences related to timing or reason for absence			
3. Does your Trust/Board's record disability-related absence separately from sickness absence?	Sickness and Disability absences are all recorded under sickness absence.			
4. Does your Trust/Board have a disability leave policy?	No the Trust does not have a specific policy, but this is covered within our Sickness absence and wellbeing policy.	Yes	Section 21	Section 21 exempts information that is reasonably accessible to you by other means. The information you require is available https://www.sfh-tr.nhs.uk/media/0akigzqn/sickness-absence-and-wellbeing-policy.pdf

5. Does your Trust/Board offer paid disability leave?	see Q4			
6. Does your Trust/Board have the following available to doctors and medical students: *A disabled staff/student network * A disability champion at a senior/Board level * Disability advocates/champions with lived experience	<p>Yes. The WAND (We're Able aNd Disabled) Staff Network is open to all disabled colleagues, volunteers, temporary workers and students undertaking placements within the Trust (this includes resident doctors and The WAND Staff Network's primary role is to champion disability diversity, inclusive workspaces and equity of opportunity for disabled colleagues in all areas of the Trust. The network strives to ensure that all disabled colleagues have a true sense of belonging and that Sherwood is a great place to be for everyone.</p> <p>The network has representation from a Trust Executive Directors who sponsor the network and champion it's activity at Executive and Board level.</p>			
7. Do you have anyone who is employed in a paid role specifically to ensure that disabled doctors receive workplace support? If yes, please	No			

provide a brief description of the job role				
8. Does your Trust/Board have a reasonable adjustments policy? If yes, please provide a link/copy	We do not have a policy, but we do have a guidance document. Please see accompanying document FOI 240 Q8.			
9. Does your Trust/Board have a centralised budget for making workplace adjustments for disabled doctors/medical students?	No			
10. Does your Trust/Board have a single point of contact/centralised process for disabled doctors/medical students to request reasonable adjustments? If no, please provide brief details of how individual employees can make requests for adjustments	There isn't a single point of contact, however, for Medical Students, the Medical School would make the Medical Education department at the Trust aware of any reasonable adjustments that students would need and the Trust would make every effort to ensure the adjustments were accommodated. For doctors in training, the Medical Workforce Team would be informed by NHS England (East Midlands) of any doctors in training that require adjustments and again every effort would be made to ensure the adjustments are accommodated. Occupational Health would be involved as appropriate.			

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.