

Direct Line: 01623 672232
Our Ref: 53736
E-mail: sfh-tr.foi.requests@nhs.net

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

4th April 2024

Dear Sir/Madam

With reference to your request for information received on 6th February 2024, 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:

1. What is the gender breakdown of your employees, at the date this request is received:

- | | |
|-----------------------------------|------|
| a. Male (including trans men) | 2144 |
| b. Female (including trans women) | 6185 |
| c. Non-binary | 0 |
| d. Other | 0 |

2. Does your Trust have a workplace menopause policy?

Yes

2a If yes to Q2, please outline the specific support available for your Trust's employees going through the menopause.

Section 21 exempts information that is reasonably accessible to you by other means. The information you require is available here: <https://www.sfh-tr.nhs.uk/for-health-professionals/looking-after-your-wellbeing/menopause/>

3. Does your Trust have a 'menopause champion'?

Yes

4. Does your Trust offer flexible working for your employees going through menopause?

Flexible Working can be applied for by all employees of Sherwood Forest Hospitals NHS FT

5. Has your Trust received any employee complaints that mention the menopause?

No

- **If yes to Q.5, please specify how many employee complaints that mention the menopause you have received.**

N/A

Home, Community, Hospital.

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



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Chair Claire Ward
Chief Executive Paul Robinson

6. How many women (including trans women) and men (including trans men) of the following age ranges worked at your Trust in the following months Dec 21, Dec 22 and Dec 23?
- Under 25
 - 25-34
 - 35-44
 - 45-54
 - 55-64
 - 65 and over

Dec 2021	Female	Male
a. Under 25	504	142
b. 25-34	1847	628
c. 35-44	1689	545
d. 45-54	1672	488
e. 55-64	1462	335
f. 65 and over	181	80

Dec 2022	Female	Male
a. Under 25	417	83
b. 25-34	1652	548
c. 35-44	1484	523
d. 45-54	1395	434
e. 55-64	1284	322
f. 65 and over	184	84

Dec 2023	Female	Male
a. Under 25	400	90
b. 25-34	1709	568
c. 35-44	1560	600
d. 45-54	1311	461
e. 55-64	1237	369
f. 65 and over	184	87

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.