

Trust Headquarters  
Russell's Hall Hospital  
Dudley  
West Midlands  
DY1 2HQ

**Ref:** FOI-122023-000529

**Date:** 17<sup>th</sup> January 2024

**Address / Email:**

Dear

**Request Under Freedom of Information Act 2000**

Thank you for requesting information under the Freedom of Information Act 2000.

**Request**

**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 mil, for example a fridge?'

2. Do you hold facilities which are equipped to store expressed milk which staff can access (including during night and weekend duties)?
3. Do your staff have access to a workplace nursery?
4. Do you offer any other forms of employer supported childcare benefits?

**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.
  - a. If yes. Have you separated the analysis to look at the ethnicity pay gap of your medical workforce?
6. Does your organisation provide an independent route (not HR or management) where staff can raise concerns of discrimination?
7. Do all staff inductions (including medical students on work placements and doctors on short term contracts) include information about how to raise concerns?
8. Does your trust use the NHS England [Just Culture Guide](#) or a similar process when [investigating incidents of patient safety](#)?

### Faith, health and wellbeing

9. Does your trust have a menopause policy?
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?

### International medical graduates

11. Does your trust provide an induction for newly recruited international medical graduates?
  - 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?](#)

### 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.

### Response

Please find attached the completed spreadsheet as requested.

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager  
Trust Headquarters  
Russell's Hall Hospital  
Dudley  
West Midlands  
DY1 2HQ  
Email: [dgft.dpo@nhs.net](mailto:dgft.dpo@nhs.net)

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Tel: 0303 123 1113  
[www.ico.org.uk](http://www.ico.org.uk)

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

**Freedom of Information Team**



Question	Answer	Additional information
Q1	Yes	
Q2	Yes	
Q3	Yes	Onsite nursery
Q4	Yes	Childcare vouchers in place for those were in the scheme before it closed to new entrants, flexible working policy, special leave policy
Q5	Yes	Report attached
Q6	Yes	Freedom to Speak Up Guardian, staff networks, wellbeing champions and EDI team
Q7	Yes	Developing - Speak up guardian going to join inductions organised by Medical Workforce
Q8	Yes	Just culture decision making tree used in every case via a decision making group
Q9	No	In process of developing
Q10	Yes	The Trust has reviewed the current Uniform policy, which is being consulted on, using the NHSE guidance regarding ensuring mitigating adverse impacts on faith groups.
Q11	Yes	Not specifically for IMG - in process of developing
Q11a	In progress	In process of developing

Q12	Number of doctors	Additional comments
Total doctors employed	717	
Total SAS doctors employed	59	
SAS clinical leads		
SAS directors		
SAS appraisers	5	
SAS appraisal leads		
SAS clinical governance leads		
SAS medical directors		
SAS educational supervisors		
SAS undergraduate education lead		
SAS audit lead		

Name of organisation      The Dudley Group NHS Foundation Trust  
Contact name and role  
Email

**Questions**

Q1	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? (see criteria in the cover letter)
Q2	Do you hold facilities which are equipped to store expressed milk which staff can access (including during night and weekend duties)?
Q3	Do your staff have access to a workplace nursery?
Q4	Do you offer any other forms of employer supported childcare benefits?
Q5	Have you performed any analysis on your pay data by ethnicity? including pay gaps, awards e.g. clinical excellence awards.
Q5a	If yes. Have you separated the analysis to look at the ethnicity pay gap of your medical workforce?
Q6	Does your organisation provide an independent route (not HR or management) where staff can raise concerns of discrimination?
Q7	Do all staff inductions (including medical students on work placements and doctors on short term contracts) include information about how to raise concerns?
Q8	Does your trust use the NHS England Just Culture Guide or a similar process when investigating incidents of patient safety?
Q9	Does your trust have a menopause policy?
Q10	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?
Q11	Does your trust provide an induction for newly recruited international medical graduates?
Q11a	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?
Q12	What number of SAS doctors that you employ are in leadership or extended roles?