

Trust Headquarters
Russells Hall Hospital
Dudley
West Midlands
DY1 2HQ

Ref: FOI-072025-0001770

Date: 15.8.25

Address / Email:

Dear

Request Under Freedom of Information Act 2000

Thank you for requesting information under the Freedom of Information Act 2000, please see response below.

Please find below in red and green the answers to the questions raised, please let me know if you require anything further..

1. Does the Trust have a staff policy in respect of the wearing/use of fragranced products?

- No, we do not have a policy, reference is made in the uniform policy that perfumes, body sprays and after shaves must be subtle.

2. Please provide a copy of your staff policy concerning the wearing/use of fragranced products (including use of fragranced laundry products).

- Uniform and workwear policy enclosed.

Links in policy as only accessible on Trust devices.

3. Where terms such as 'overwhelming', 'overpowering' or 'discreet' are used in respect of fragrance, how are these terms defined and who decides if the level of scent contravenes the guidance: the wearer, the Trust or the patient?

- reference is made in the uniform policy that perfumes, body sprays and after shaves must be subtle. Staff must take personal responsibility as it can be subjective, if any objections were made by staff, patients or carers then the person receiving the complaint would decide based on the facts what actions may or may not be required.

4. How is the policy brought to the attention of staff?

- Uniform policy is on the staff intranet and available to all staff, comms were circulated on the Trust communications circular "In The Know" and through the Trust hub page when the policy was launched in November 2024. Drop in sessions were also provided for staff and line managers in November, December and January as an open invitation to ask questions in relation to the policy and its application.

5. Is the policy in respect of the wearing of fragranced products enforced? - **See question 3**

6. How is it enforced? - **See question 3**

7. What training or guidance (if any) is given to staff to make them aware that use of fragranced products can be a health issue and an accessibility barrier for patients? Please provide details. If any such material is third party copyrighted, please provide a synopsis. The Trust may not have an active

policy on fragrance use for staff in place while still providing guidance or training on the potential ill effects of such use for patients, so please do not disregard this question if you've answered 'no' to Q1.

- There is no specific training about fragranced products

8. Please provide copies of any correspondence, memos or minutes of meetings pertaining to discussion of the use of/ wearing of fragranced products by staff, including use of fragranced laundry products to wash clothing worn at work.

- The Trust is not aware of any documents containing notes in relation to this.

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

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

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

Yours sincerely

**Freedom of Information Team
The Dudley Group NHS Foundation Trust**