

<b>Reference:</b>	FOI.13471.23
<b>Subject:</b>	Inequalities in the medical workplace
<b>Date of Request:</b>	21 December 2023

**Requested:**

In order to gather this data effectively, under the Freedom of Information Act, I am writing to ask for you to **complete the attached spreadsheet** in response to the questions below.

- Please can I ask for the responses to these questions to be a simple “Yes.” or “No.” (please delete where appropriate, on the spreadsheet). The only exception to this is question 12, where further detail is required.
- Please use the column ‘Additional information’ to expand on your response and provide examples of best practice and explanation as to why you have responded “No.”
- Also provide the contact details for the people leading on best practice if you would be happy for follow-up communication.

**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.

	Number of doctors
Total doctors employed	
Total SAS doctors employed	
SAS clinical leads	
SAS directors	
SAS appraisers	
SAS appraisal leads	
SAS clinical governance leads	
SAS medical directors	
SAS educational supervisors	
SAS undergraduate education lead	
SAS audit lead	

### Response:

Hywel Dda University Health Board (UHB) provides the information within the attached spreadsheet as requested, at Attachment 1.