

FOI 2096

22nd January 2024

## **FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST**

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**Question 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?**

Response: Yes – Breastfeeding and Returning to Work Policy

**Question 2: Do you hold facilities which are equipped to store expressed milk which staff can access (including during night and weekend duties?)**

Response: Yes

**Question 3: Do your staff have access to a workplace nursery?**

Response: No

**Question 4: Do you offer any other forms of employer supported childcare benefits?**

Response: Yes – Maternity, Paternity and Adoption Leave, Shared Parental Leave, Access to Parenting NI's Parenting Family's Portal, an online resource

**Question 5: Have you performed any analysis on your pay data by ethnicity? Including pay gaps, awards e.g. clinical excellence awards.**

Response: No

**Question 5a: If yes. Have you separated the analysis to look at the ethnicity pay gap of your medical workforce?**

Response: Not applicable

**Question 6: Does your organisation provide an independent route (not HR or management) where staff can raise concerns of discrimination?**

Response: No - There is no independent route specifically identified for raising concerns of discrimination and staff are encouraged to any raise concerns via line

managers or HR, and encouraged to avail of the support of their trade union representatives.

**Question 7: Do all staff inductions (including medical students on work placements and doctors on short term contracts) include information about how to raise concerns?**

Response: Yes

**Question 8: Does your trust use the NHS England Just Culture Guide or a similar process when investigating incidents of patient safety?**

Response: Yes - The Trust uses a similar process as NHS England to investigate incidents of patient safety i.e. Incident Management procedures. Similar to NHS England, the principles of just culture underpin the how the organisation can learn from such incidents.

**Question 9: Does your trust have a menopause policy?**

Response: Yes

**Question 10: Has your trust implemented the recommendations from Section 7. Appendix B of the NHS England Uniforms and Work wear Guidance (regarding accommodating faith groups) into your local policies?**

Response: No - The Trust have in place a Dress Code Policy for all staff working in the Southern Health and Social Care Trust. There is reference to the guidance within the policy and referred to religious and cultural beliefs throughout the policy. For any specific concerns staff are asked to speak directly with their line manager or occupational health.

**Question 11: Does your trust provide an induction for newly recruited international medical graduates?**

Response: Yes

**Question 11a: 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?**

Response: The team set up to develop, manage and oversee induction are working towards meeting the standards set out in the new GMC guide.



# Southern Health and Social Care Trust

## Question 12: What number of SAS doctors that you employ are in leadership or extended roles?

Response:

Total doctors employed	517	(Excluding bank and doctors in training)
Total SAS doctors employed	166	
SAS clinical leads	1	We also have 1 SAS who is chair of our LNC committee and 1 SAS doctor who chairs our Medical Staff Committee.
SAS directors	0	
SAS appraisers	23	Currently trained
SAS appraisal leads	0	Currently vacant
SAS clinical governance leads		Not recorded
SAS medical directors	0	
SAS educational supervisors	52	52 trained educational supervisors (6 SAS doctors currently carrying out educational supervisor role)
SAS undergraduate education lead	12	
SAS audit lead		Not recorded.

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