



**Wrightington,  
Wigan and Leigh**  
NHS Foundation Trust

**Information Governance**

Wrightington Hospital  
Hall Lane  
Appley Bridge  
Lancashire  
WN6 9EP

Tel: 01257 256284  
Email: [FOI@wwl.nhs.uk](mailto:FOI@wwl.nhs.uk)  
Web: [www.wwl.nhs.uk](http://www.wwl.nhs.uk)

Ref: FOI2019/5512

Date Received: 8<sup>th</sup> July 2019

Response Due: 5<sup>th</sup> August 2019

31<sup>st</sup> July 2019

Dear

**INFORMATION REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000**

**You asked:**

**Can I please make a formal request under FOI for the following information.  
this information will be utilized to aid in the production of an article for publication  
and also in the how many staff does the trust employ with a disability as per the  
equalities act.**

**1. How many staff does the trust employ with a disability as per the equalities act?**

There are 113 staff that have self-declared a disability as recorded on the Electronic Staff Record. However, please note there may be additional staff with a disability that have not declared this information.

**2. How many members of staff have had to be redeployed due to disability?**

This information is not centrally recorded by the Trust.

**3. How many staff have had to be medically retired due to disability?**

This information is not centrally recorded by the Trust.

**4. How does the trust help disabled staff to continue working?**

The Trust has various support mechanisms available and these include consideration of a wide range of reasonable adjustments and flexible working options.

**5. Do your front line staff have any training in disability awareness, and more so regarding the less well known/understood conditions?**

Yes - Disability awareness training is incorporated into the Trust's Inclusion & Diversity mandatory training programme for staff. Bespoke training sessions are also undertaken and an example of this is Autism awareness training.

**6. Could you provide examples of reasonable adjustments utilized to aid staff to continue working.**

Reasonable adjustments may include (but are not limited to) reduction in working hours, change in shift/working patterns, adjustments to rest breaks, provision of specialist equipment and consideration is also given to adjustments in application of attendance management monitoring.

**7. Could you provide a copy of your trusts equality and diversity policy for comparison and critique.**

Please see use the link (below) to access the Trusts I & D Strategy plus associated documents.

<http://www.wvl.nhs.uk/Equality/>

**1. Does your trust employ care plans or patient passports? Yes**

we use electronic care plans and patients that are admitted with a catheter have a patient passport and also patients with dementia who are admitted from community come in with "this is me" patient passport.

**2. Does your emergency department have care plans for patients with M.E, fibromyalgia, MCAS, CRPS? No**

**3. Does your trust have active links with the local disability partnership? Yes**

**4. Does your emergency department have a resource file with support groups or leaflets for signposting when attending the department is not the most suitable action for patient outcomes.**

ECC do a monthly "visiting day" for local residents with learning disabilities to come and familiarise themselves with the ECC department and meet some of the staff, so that if they need our services in the future it may help to alleviate any fears or anxieties.

**5. Does your trust employ disability advocates for staff and patients?**

Yes – Disability Nurse

**6. Would your trust be interested in collaborating to improve staff skills and knowledge and also to develop care pathways. Yes**

I trust that this information is helpful to you, however if you are not entirely satisfied with this response please do not hesitate to contact the Information Governance Department on 01257 488271. If we do not hear from you within 28 days we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Andrew Foster', with a stylized, cursive script.

Andrew Foster  
Chief Executive

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If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to: Information Governance Department, Wrightington, Wigan and Leigh NHS Foundation Trust, Wrightington Hospital, Hall Lane, Appley Bridge, Wigan, WN6 9EP

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision. Generally the ICO cannot make a decision unless you have exhausted the complaints procedure at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF