



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

Information Governance

Wrightington Hospital
Hall Lane
Appley Bridge
Lancashire
WN6 9EP

Tel: 01257 488271
Email: FOI@wwl.nhs.uk
Web: www.wwl.nhs.uk

Ref: FOI2017/4406

Date Received: 11th January 2018
Response Due: 8th February 2018

26th January 2018

Dear

INFORMATION REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000

We are now pleased to respond to your request for information under the FOI Act.

I would like to formally request some information with regard to sickness absence trigger points for employees who are protected under the Equality Act 2010 and also the Public Sector Equality Duty. I believe that Wrightington, Wigan and Leigh NHS Foundation Trust have an obligation to publish information regarding how these policies are applied to their employees. I have looked for this, but I can't find it and that is why I am writing to you.

Could you please let me know the trust policy with regard to compliance with the Equality Act 2010 and the Public Sector Equality Duty?

The Trust has an Attendance Management Policy that is applicable to all employees of the Trust. The sickness absence trigger levels are outlined in the attached policy and there is also information concerning reasonable adjustments (see section 11) if an employee has a disability that may come under the scope of the Equality Act 2010. The Policy also has an equality impact assessment which reviews any potential impact against the protected characteristics as defined in the Equality Act 2010.

The Trust has an Inclusion & Diversity section on the Trust's Internet site and this holds a wide range of Trust Inclusion & Diversity information which includes (but is not limited to) information on the Public Sector Equality Duty, Equality Delivery Scheme (EDS) and Inclusion & Diversity monitoring reports. The information can be found here:

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

Please also see the attached information.

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 blue ink, appearing to read 'Rob Forster', with a stylized, cursive script.

Rob Forster
Deputy Chief Executive/Director of Finance & Informatics

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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