

Wrightington, Wigan and Leigh Teaching Hospitals

NHS Foundation Trust

Information Governance Department

Suite 9
Buckingham Row
Brick Kiln Lane
Wigan
WN1 1XX

Email: foi@wwl.nhs.uk

Web: www.wwl.nhs.uk

Ref: FOI/2023/9480

Date Received: 21st December 2023

Response Due: 23rd January 2024

Date: 15th January 2024

Dear Sir/Madam

With reference to your request for information received on 21st December 2023, I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information you have requested. A response to each part of your request is provided below.

In your request you asked:

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 milk, 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)

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.

Please see attached.

If you are not entirely satisfied with this response, please do not hesitate to contact the Information Governance Department via the email address provided. If we do not hear from you within 40 days, we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,



Juliette Tait
Chief People Officer

PLEASE NOTE:

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, Suite 9, Buckingham Row, Brick Kiln Lane, Wigan, WN1 1XX.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision at:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire, SK9 5AF

Helpline number: 0303 123 111