



Ref: FOIA Reference 2020/21-013

Royal Stoke University Hospital
Data, Security and Protection
Newcastle Road
Stoke-on-Trent
Staffordshire
ST4 6QG

Date: 23rd April 2021

Email foi@uhn.nhs.uk

Dear

I am writing in response to your email dated 8th April 2021 requesting information under the Freedom of Information Act (2000) regarding unconscious bias training to staff

The University Hospitals of North Midlands Trust is committed to the Freedom of Information Act 2000.

However, the NHS is facing unprecedented challenges relating to the coronavirus (COVID-19) pandemic at the current time. Understandably, our resources have been diverted to support our front-line colleagues who are working tremendously hard to provide care for our patients, and to those in need of our services.

We strive to be transparent and to work with an open culture. But at this time, whilst care of our patients and the safety of our staff takes precedent, it is likely that responses to some requests for information will be delayed. We apologise for this position in advance, and will endeavour to provide you with as much information as we can, as soon as we are able.

The Information Commissioners Office has recognised the current situation in the NHS

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Q1 This is a request under the Freedom of Information Act.

Does your organisation currently (at the time of this request) provide unconscious bias training to staff? (Defined by specific training that relates to race, equality and discrimination in social and healthcare settings)

A1 Our Recruitment Training has a section on unconscious bias – what it is, examples of unconscious bias and how to overcome unconscious bias. This training is ‘essential to role’ training for all staff involved in the recruitment process. The training is also pre-requisite training for any staff undertaking the Gateway to Management leadership development programme.

This is additional training complements our statutory and mandatory Equality and Diversity training which all staff are expected to undertake at induction and 3 yearly thereafter.

In 2021 we also introduced an Inclusivity Master class to our Connects Gold and Platinum Leadership Development programme, which is based on a cultural intelligence approach.

Q2 If the training has ceased, please provide the date

A2 Not applicable as training hasn't ceased

Q3 How many staff received unconscious bias training in each of the following years 2021 (up to this request?)

- 2020
- 2019
- 2018

A3 Headcount of staff who completed Recruitment and Selection Training:

Year	Headcount - completed training
2018	135
2019	273
2020	75
2021 to 18/04/21	23
Total	506

Q4 If the details are easily accessible, please break out the number of clinical/other qualified health care professionals from the above number

A4 Staff who completed Recruitment and Selection Training

Year	Staff Groups							Grand Total
	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical	Allied Health Professionals	Estates and Ancillary	Healthcare Scientists	Nursing and Midwifery Registered	
2018	5	1	57	7	5	12	48	135
2019	17	3	91	24	25	12	101	273
2020	18	2	14	8	1	3	29	75
2021 to 18/04/21	1	1	9	0	1	4	7	23
Grand Total	41	7	171	39	32	31	185	506

Headcount of staff who completed Gateway to Management Training:

Year	Staff Groups							Grand Total	
	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical	Allied Health Professionals	Estates and Ancillary	Healthcare Scientists	Medical and Dental		Nursing and Midwifery Registered
2018	12	2	54	10	2	18	8	94	200
2019	9	1	94	18	20	11	0	81	234
2020	2	1	5	2		1		2	13
Grand Total	23	4	153	30	22	30	8	177	447

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

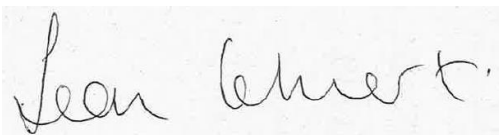
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.

Yours,



Jean Lehnert
Data, Security & Protection Manager