



Ref: FOIA Reference 2021/22-489

Date: 11th January 2022

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 22nd December 2021 requesting information under the Freedom of Information Act (2000) regarding Sexual Harassment.

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 I am writing to you under the Freedom of Information Act 2000 in order to determine whether your trust provides any training or professional development about being an active bystander in response to sexual harassment and misconduct in the workplace context.

If this training is available, please can you provide information on?

1. Whether this training is mandatory or elective;

A1 The Trust provides Equality and Diversity Training which is mandatory training for all staff. This is one complete training package that includes coverage of the broad range of:

- Harassment, as defined in the Equality Act 2010
- Bullying, and
- Victimisation

Q2 If any pamphlets, brochures, handbooks, online materials (which can be sent to me as a PDF) or similar content is made available either stand alone or as part of the training, and if so, please attach it to the FOI response;

A2 Guidance materials are available to staff: see attached, note- These documents are not part of the mandatory training package, but form additional guidance

Q3 Where available, the number or percentage of your staff who have completed this training and/or education.

In the absence of this training, can you specify whether such education and/or training is being actively considered or if your Trust is in the process of implementing this training

A3 In the interest of openness, 95.61% staff had completed the Equality, Diversity and Human Rights training package as at 30th November 2021.

The Trust's target compliance rate is 95%, which takes account of staff who are absent from work

*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.

Where the Trust owns the copyright in information provided, you may re-use the information in line with the conditions set out in the Open Government Licence v3 which is available at <http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>. Where information was created by third parties, you should contact them directly for permission to re-use the information.

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,



University Hospitals
of North Midlands
NHS Trust

Jean Lehnert
Data, Security & Protection Manager

