



Ref: FOIA Reference 2022/23-140

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

Date: 10th August 2022

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 16th June 2022 requesting information under the Freedom of Information Act (2000) regarding pronouns.

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 (UHM) 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 In the Trust's written material, either external or internal, how are individuals who are pregnant referred to? E.g. As 'women', as 'pregnant people', as 'women and pregnant people' etc. Please provide this material or link(s) to it.

A1 We can confirm that within the guidelines and patient information leaflets, individuals who are pregnant are referred to as: "women/woman", "patient/parturient", "mother", "you/your", "ladies", "pregnant person", "pregnant woman/person" and "pregnant women/people". See attached.

Note we have:

- 93 completed guidelines
- 41 completed patient information leaflets

In addition, there are:



80 guidelines under review
33 patient information leaflets under review

Q2 If using any wording other than solely ‘women’, ‘women and girls’ or ‘females’, when and why was such terminology introduced?

A2 Some guidelines solely refer to “pregnant person”, “pregnant woman/person” and “pregnant women/people” or “patient”. These were first introduced in 2020. This was on the back of patient feedback which identified the necessity to update our written material to be gender neutral and inclusive

Q3 Since April 2020 (i.e. the start of the 2020-2021 financial year), how many births in total have taken place at the Trust (including home births if relevant)? Please stipulate by financial year, i.e. 2020-21, 2021-22; financial year 2022-23 to date this FOI request was received.

A3 See below: Registerable births only so excludes non live deliveries occurring prior to 24 weeks

	Del Fin Year			
	2020/2021	2021/2022	2022/2023	Grand Total
Sum of Unique Birth	6293	6180	1226	13699

Q4 Since April 2020 (i.e. the start of the 2020-2021 financial year), how many births at the Trust (including home births if relevant) have been to individuals who do not identify as women? Please stipulate by financial year, i.e. 2020-21, 2021-22, and financial year 2022-23 to date this FOI request was received.

A4 We are unable to provide the information you require in the requested format as to release this data could lead to the identification of the person(s) involved due to the low numbers involved, and would breach the Trusts obligations under Data Protection Act 2018. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the FOI Act. *Personal information*. However as the Trust is committed to openness and transparency we can band the numbers as being <5

This exemption is an absolute exemption and therefore no consideration of the public interest test is needed.

Q5 Since April 2020 (i.e. the start of the 2020-2021 financial year), how many births at the Trust (including home births if relevant) have been to individuals who identify as men or as trans-men? Please stipulate by financial year, i.e. 2020-21, 2021-22; financial year 2022-23 to date this FOI request was received.

A5 We are unable to provide the information you require in the requested format as to release this data could lead to the identification of the person(s) involved due to the low numbers involved, and would breach the Trusts obligations under Data Protection Act 2018. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the FOI Act. *Personal information*. However as the Trust is committed to openness and transparency we can band the numbers as being <5

This exemption is an absolute exemption and therefore no consideration of the public interest test is needed.

*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.

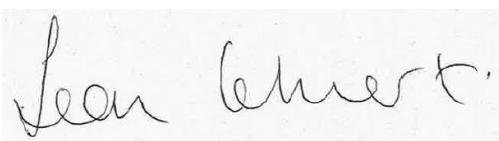
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and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

