

Ref: FOIA Reference 2022/23-504

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

Date: 3rd January 2023

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 2nd December 2022 requesting information under the Freedom of Information Act (2000) regarding Ethnicity Data and the psychology workforce.

On 13th December 2022 we contacted you via email as we required the following clarification:

Q1 &2 what is the difference between Practicing Psychologists and Clinical Psychologists

In addition please clarify what HCPC is

On 14th December 2022 you replied via email with:

'Thanks for your response to my FOI request from your Trust. Please see below my response to your questions.

- *Health Care Professions Counsel (HCPC) is organisation where all practitioner psychologists are registered.*
- *I've attached a document from the Health Care Professions Counsel (HCPC) which outlines the different categories of Practicing /Practitioner Psychologists (see pages 13-19)*
- *Practicing Psychologist/Practitioner Psychologists is a broader group of the profession under the HCPC, whereas Clinical Psychologists is a subgroup within it. In some Trusts other Practitioner Psychologists subgroups might be employed in posts traditionally held by Clinical Psychologists'*

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 As part of the Clinical Psychology Training Programme at the University of Birmingham, we are currently in the process of reviewing our recruitment and selection processes. In the future, we hope to ensure that our trainees are representative of the diverse communities and people that live in the Midlands region and that access onto our training programme is fair and equitable. We have partnered with the British Psychological Society (BPS) and the Psychological Professions Network (PPN) to undertake this task, as we also hope to develop some synergy across the region in a combined approach to Equality, Diversity and Inclusion (EDI) within the psychological workforce .

Before we can make any formal changes to the process, we first require data about the diversity within the Practicing Psychologist workforce (ethnicity and gender). I have approached various psychology leads to obtain this information at a regional level, however, what is evident is that this data is not held centrally. I was therefore wondering how I could obtain the following sets of information from your Trust

1. The total number of all Practicing Psychologists in your Trust as defined by the HCPC

A1 Not applicable:
Mental health services are managed by North Staffordshire Combined Healthcare NHS Trust. If you wish to redirect your request to the Trust you can do so by post or email as below:
communications@northstaffs.nhs.uk

Q2 The total number of Clinical Psychologists in your Trust

A2 As answer 1

Q3 The ethnic breakdown of all Practicing Psychologists in your Trust via census categories

A3 As answer 1

Q4 The ethnic breakdown of all Clinical Psychologists in your Trust via Census categories.

A4 As answer 1

Q5 The gender breakdown of all Practicing Psychologist in your Trust via census categories

A5 As answer 1

Q6 The gender breakdown of all Clinical Psychologists in your Trust via census categories

A6 As answer 1

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

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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,



Leah Carlisle
Head of Data, Security & Protection/ Data Protection Officer