



Ref: FOIA Reference 2020/21-063

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

Date: 15<sup>th</sup> June 2020

Email [foi@uhn.nhs.uk](mailto:foi@uhn.nhs.uk)

Dear

I am writing in response to your email dated 27th May 2020 requesting information under the Freedom of Information Act (2000) regarding BAME

On our acknowledgment we added the following statement:

**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.**

I can neither confirm nor deny whether the information you have requested is held by the Trust in its entirety. This is because some of the information requested in question 1 is not held centrally, but may be recorded in individual rota/ departmental records. In order to confirm whether this information is held we would therefore have to individually access all individual rota/ departmental records within the Trust and extract the information where it is present. We therefore estimate that complying with your request is exempt under section 12 of the FOI Act: *cost of compliance is excessive*. The section 12 exemption applies when it is estimated a request will take in excess of 18 hours to complete. We estimate that accessing and reviewing all individual rota/ departmental records and then extracting relevant information would take longer than the 18 hours allowed for.

In addition to the section 12 exemption the Trust is also applying section 14 (1) exemption: *oppressive burden on the authority*

Under section 16 of the FOI Act we are required to provide requestors with advice and assistance where possible. We would therefore like to advise you that if your request is shortened to just questions 1 and 3 we are able to comply within the 18 hour time frame. In order to avoid delay to your response we have provided this below.

As of 1<sup>st</sup> 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 Background Information:**  
**How many clinical staff do you employ and how many are BAME? (inc locum/bank/agency)?**

**Questions:**

1. **How many BAME staff and how many non BAME staff have been working in 'Covid wards':**
  - **In March/In April/In May so far.**

A1 Please see below:

Row Labels	Blank	BME	Not Stated
Add Prof Scientific and Technic	3	50	13
Additional Clinical Services	24	474	79
Allied Health Professionals	1	67	16
Healthcare Scientists	1	19	6
Medical and Dental	44	983	62
Nursing and Midwifery Registered	19	743	155
(blank)	1		
<b>Grand Total</b>	<b>92</b>	<b>2336</b>	<b>331</b>

Data is as at 30th April 2020

Data excludes Agency workers as these are not Trust employees

“Blank” denotes the number of staff whose BME status is not yet recorded

The data for Nursing and Midwifery staff only

	Count of Unique Staff		
Ethnicity	Mar-20	Apr-20	May-20
BME	119	200	183
Not Stated	29	45	40
White	426	797	715
<b>Grand Total</b>	<b>574</b>	<b>1042</b>	<b>938</b>

- The data is for Nursing and Midwifery staff only
- This is based on the data captured on E-Rostering, regarding staff who have been moved to work in a Covid Ward area..
- The data includes staff who may have worked just one shift on a COVID ward
- The table shows each person only once, per month, no matter the ward worked on.

For Medical staff the Trust has applied section 12 and 14 exemptions as detailed above

**Q2 How many redeployment requests were received from BAME and non BAME staff (inc locums/bank/agency)? And how many have been redeployed as a result?**

- **In March/In April/In May so far.**

A2 This Information is not currently held, as there is no central log of BAME staff that have requested redeployment.

Data is to be collected as part of the risk assessment audit process which is currently in progress.

**Q3 Since the NHS England guidance on Risk Assessments was issued during the Covid crisis, how many Risk Assessments have you carried out of your BAME staff?**

A3 We are not able to provide an exact figure at the present time as the risk assessment process is still in progress. We expect all of our BAME workers to be risk assessed using our Vulnerable Group Risk Assessment. We are in the process of logging centrally all of the risk assessments undertaken to provide this assurance

**Q4 How many BAME staff (inc locums/bank/agency) have been successfully redeployed since this Risk Assessments guidance was issued, as a direct result of it?**

A4 Data is not available at the present time as the risk assessment process is still in progress. Adjustments may include a range of actions to minimise contact with Covid patients which do not necessarily involve being removed from a clinical location. We are in the process of logging centrally all of the risk assessments undertaken and this will include if the action taken has been to redeploy an individual.

**Q5 How many complaints or reports of discrimination by BAME and non BAME staff (inc locum/bank/agency) have been made regarding deployment since Covid hit ie start of March?**

A5 Only formal complaints are recorded. There have been no formal complains since the start of March 2020

\*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.

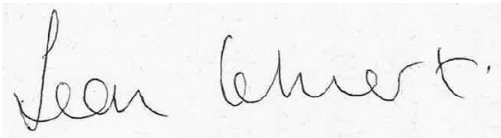
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and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