

Ref: FOIA Reference 2021/22-436

Date: 21st December 2021

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 30th November 2021 sent to our recruitment manager requesting information under the Freedom of Information Act (2000) regarding hard of hearing staff.

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 How many employees on UHNS sites are deaf or hard of hearing?

A1 Information not held; note,
The disability categories available in the Electronic Staff record System are:

- Learning disability/difficulty
- Long-standing illness
- Mental Health Condition
- No
- Not Declared
- Other
- Physical Impairment
- Prefer Not to Answer
- Sensory Impairment
- Yes - Unspecified

Q2 What support is offered to support them and help them to progress with their career path?

A2 We consult and involve staff and service users

1. UHNM has a Disability Staff Network which enables colleagues with a disability to meet and discuss mutual issues, contribute to policy development and promote the needs of employees with disabilities in the workplace

UHNM is committed to employing and retaining disabled people and those with long term health conditions and eliminating barriers in the workplace. As such the Trust 4 has signed up to the Disability Confident Campaign as a Disability Confident Committed Employer

1. As a disability Confident Committed Employer we have committed to:

- Ensure our recruitment process is inclusive and accessible
- Communicate and promote vacancies to disabled people

- Offer an interview to disabled people
 - Anticipate and provide reasonable adjustments as required
 - Support any existing employee who acquires a disability or long term health condition, enabling them to stay in work
2. UHNM implements Reasonable Adjustments, utilising Access to Work grants where appropriate. Adjustments for an employee with a hearing impairment might include:
- Providing information in accessible formats
 - Seating an employee in a quiet area away from distracting noises
 - Using adapted telephones with adjustable volumes and lights
3. UHNM provides disability leave for events such as hospital, doctors or complementary medicine practitioner's appointments; hearing aid tests or training with a guide, hearing or assistance dog, or in the use of signing or lip reading
4. UHNM has an Occupational Health Service which provides an independent and confidential service for employees.
5. UHNM is committed to equality of access to career development and aims to ensure that:
- Development programmes are available to all employees based on their relevant development needs.
 - Reasonable adjustments are made to enable employees with a disability to access learning and development.
6. UHNM has a Performance Development Review (PDR) scheme for employees to review their performance, including their achievements, development needs and career aspirations, and to agree objectives for the next twelve months. The PDR process provides a further opportunity for a discussion with the line manager and for a review of arrangements and reasonable adjustments that have been made to support staff to develop and use their abilities.
7. UHNM promotes positive attitudes towards disability and events such as Disability History Month. UHNM also takes action to tackle and instance of harassment or bullying We monitor equality and carry out Equality Impact Assessments
8. UHNM undertakes Equality Impact Assessments (EIAs) as an integral part of the organisation's commitment to promoting equality. EIA is the thorough and systematic analysis of a policy, practice or procedure to determine whether it has a differential impact because of a particular protected characteristic (i.e. age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation). EIA is seen as a positive process which can instigate real changes as a result.
8. UHNM monitors and measures progress through mandated programmes (e.g. WDES) and others are local metrics. The Workforce Disability Equality Standard (WDES), commissioned by the Equality and Diversity Council is mandated through the NHS Contract. It is designed to enable NHS organisations to compare the experiences of disabled and non-disabled staff and to use the information to develop a local action plan to demonstrate and monitor progress against indicators of disability equality
10. The annual NHS Staff Survey Report, which is available www.nhsstaffsurveys.com, is the means by which we measure and understand the experience of our staff

*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.

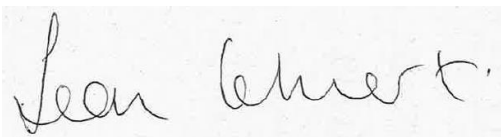
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and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