



**University Hospitals
of North Midlands**
NHS Trust

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

Ref: FOIA Reference 2024/25-501

Date: 30th October 2024

Email foi@uhnm.nhs.uk

Dear Sir/ Madam

I am writing to acknowledge receipt of your email dated 24th October 2024 requesting information under the Freedom of Information Act (2000) nurses

Q1 I would like to request a breakdown on the representation of different ethnic groups working in your maternity services. Please could this be completed in the table provided below and categorised by each pay band (Band 1 – 9) for the calendar years 2018 and 2023.

	White	Black, Black British, Caribbean or African	Mixed or multiple ethnic groups	Asian or Asian British	Other ethnic group
Band 1	2018:	2018:	2018:	2018:	2018:
	2023:	2023:	2023:	2023:	2023:
Band 2	2018:	2018:	2018:	2018:	2018:
	2023:	2023:	2023:	2023:	2023:
Band 3	2018:	2018:	2018:	2018:	2018:
	2023:	2023:	2023:	2023:	2023:
Band 4	2018:	2018:	2018:	2018:	2018:
	2023:	2023:	2023:	2023:	2023:
Band 5	2018:	2018:	2018:	2018:	2018:
	2023:	2023:	2023:	2023:	2023:
Band 6	2018:	2018:	2018:	2018:	2018:
	2023:	2023:	2023:	2023:	2023:
Band 7	2018:	2018:	2018:	2018:	2018:
	2023:	2023:	2023:	2023:	2023:
Band 8a	2018:	2018:	2018:	2018:	2018:
	2023:	2023:	2023:	2023:	2023:
Band 8b	2018:	2018:	2018:	2018:	2018:
	2023:	2023:	2023:	2023:	2023:
Band 8c	2018:	2018:	2018:	2018:	2018:
	2023:	2023:	2023:	2023:	2023:
Band	2018:	2018:	2018:	2018:	2018:



8d	2023:	2023:	2023:	2023:	2023:
Band 9	2018:	2018:	2018:	2018:	2018:
	2023:	2023:	2023:	2023:	2023:

A1 See below:

AfC Pay Band	Year	White	Black, Black British, Caribbean or African	Mixed / Multiple Ethnic Groups	Asian / Asian British	Any other Ethnic Group
Apprentice HCA	2018	3				
Band 2	2018	64		1	1	
	2023	57		1	2	
Band 3	2018	16				
	2023	21				
Band 4	2018	1				
	2023	1	1			
Band 5	2018	25			3	
	2023	29			4	
Band 6	2018	139		2	1	
	2023	125	1	2	1	
Band 7	2018	32				1
	2023	32	1			
Band 8 - Range A	2018	2				
	2023	3				
Band 8 - Range B	2023	2				
Band 8 - Range C	2018	1				
Grand Total		553	3	6	12	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.

Yours,



Leah Carlisle
Head of Data, Security & Protection and Health Records
Data Protection Officer