



Ref: FOIA Reference 2021/22-208

Date: 26<sup>th</sup> July 2021

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

Dear

I am writing in response to your email dated 09/07/2021 requesting information under the Freedom of Information Act (2000) regarding sexual orientation.

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 I would like to request under FOI the following data:**  
**As at the 31st March 2021\* total workforce in each AFC pay band, Medical and Exec/Non exec categories broken down by each of the following:**
- 1. Gay or lesbian**
  - 2. Bisexual**
  - 3. Heterosexual or straight**
  - 4. Other not listed**
  - 5. Undecided**
  - 6. Did not disclose**
  - 7. Not known**
  - 8. Total**

- A1** 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 >10  
This exemption is an absolute exemption and therefore no consideration of the public interest test is needed.

Row Labels	Bisexual	Gay or Lesbian	Heterosexual or Straight	Not stated (person asked but declined to provide a response)	Other sexual orientation not listed	Undecided	Unspecified
<b>AFC Pay Band</b>							
Band 1			>10	>10			
Band 2	15	36	1516	1096	>10	>10	301
Band 3	>10	13	731	283		>10	106
Band 4	>10	>10	535	187	>10	>10	117
Band 5	24	32	1210	791	>10	>10	215
Band 6	>10	18	1178	472	>10		301
Band 7	>10	>10	510	169		>10	152
Band 8 - Range A	>10	>10	245	94			56
Band 8 - Range B		>10	68	>10			18
Band 8 - Range C			21	>10			>10
Band 8 - Range D			11	>10			>10
Band 9		>10	>10	>10			>10
<b>Other</b>							
Apprentice	>10	>10	30	>10			
Executive Director		>10	>10	>10			>10
Non Executive Director				>10			
Other Senior Officer			>10				
<b>Medical and Dental</b>							
Medical and Dental Staff group	>10	>10	637	572		>10	126

**Q2 For the Financial year 20/21 the number of applicants, the number shortlisted and the number appointed separately by:**

1. **Gay or lesbian**
2. **Bisexual**
3. **Heterosexual or straight**
4. **Other not listed**
5. **Undecided**
6. **Did not disclose**
7. **Not known**
8. **Total**

**A2 For the Financial year 20/21 the number of applicants, the number shortlisted and the number appointed, shown separately, were:**

	Applied	Shortlisted	Appointed
Not stated	1601	1595	1212
Heterosexual or Straight	36401	8629	1239
Persons of the same sex (Gay)	0	0	0
Persons of the same sex (Lesbian)	0	0	0
Bisexual	684	174	24
I do not wish to describe my sexual orientation.	1000	270	31
Gay or Lesbian	603	205	31
Other sexual orientation not listed	97	17	>10
Undecided	174	31	>10

**Q3 For the financial year 20/21 the number of leavers by:**

1. **Gay or lesbian**
2. **Bisexual**
3. **Heterosexual or straight**
4. **Other not listed**
5. **Undecided**
6. **Did not disclose**
7. **Not known**
8. **Total**

**A3 See below:**

Leavers Headcount 01/04/20-31/03/21	
Sexual Orientation	Measure
Bisexual	>10
Gay or Lesbian	12.00
Heterosexual or Straight	630.00
Not stated (person asked but declined to provide a response)	481.00
Other sexual orientation not listed	>10
Undecided	0.00
	*field left blank 133.00

**Notes:**

1. The categories listed above are those fields available in the Electronic Staff Record system (ESR)
2. To protect the anonymity of staff, staff numbers are banded where the numbers in each category are less than 10

\*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.

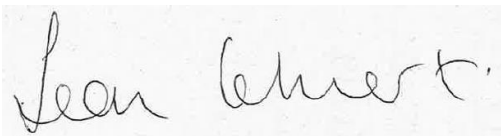
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and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