



Ref: FOIA Reference 2021/22-563

Date: 17<sup>th</sup> February 2022

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

Dear

I am writing to acknowledge receipt of your email dated 6th February 2022 requesting information under the Freedom of Information Act (2000) regarding recruitment and retention of British Muslims.

**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.**

As of 1<sup>st</sup> 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 How many British Muslim employees have you recruited? Please provide figures for every year since 2010.**

A1 Data is based on:

- Nationality being stated as British, English, Northern Irish, Scottish, or Welsh
- And Religion being stated as: Islam

Data is recruitment of Fixed term and Permanent contracts

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 <5

*This exemption is an absolute exemption and therefore no consideration of the public interest test is needed*

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022 to 31/01/22
<5	9	8	7	15	15	11	27	35	59	60	57	<5

- The data excludes staff who transferred to UHNM from another Trust as part of a formal TUPE arrangement
- Data excludes staff who have not declared religion and/or nationality

**Q2 What is the average length of service?**

A2 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 <5

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Of the Permanent Staff in post only, the length of service breakdown was as follows:

	Staff in post
10<15 years	<5
5<10 years	30
1<5 years	64
<1 year	13

The data excludes

- staff appointed on fixed term contracts
- staff who transferred to UHNM from another Trust as part of a formal TUPE arrangement
- Data excludes staff who have not declared religion and/or nationality

**Q3 How many British Muslims have you employed in communications/media roles since 2010?**

A3 None

\*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.

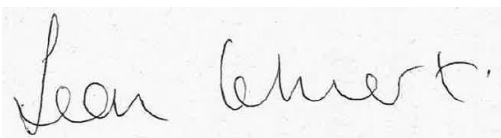
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and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