



Ref: FOIA Reference 2023/24-237

Date: 20th July 2023

Email foi@uhn.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 12th July 2023 requesting information under the Freedom of Information Act (2000) regarding Religious head coverings

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 I am writing to request information under the Freedom of Information Act

I would like to have the following:

1. Total number of hospital staff

A1 11,869 substantive staff

Q2 Percentage Black, Asian and Ethnic Minority (BAME) staff

A2 See below:

Count of Employee Number	
BAME	Total
BME - Asian or Asian British: Any other Asian background	3.65%
BME - Asian or Asian British: Bangladeshi	0.41%
BME - Asian or Asian British: Indian	9.84%
BME - Asian or Asian British: Pakistani	2.69%
BME - Black or Black British: African	3.10%
BME - Black or Black British: Any other Black background	0.25%
BME - Black or Black British: Caribbean	0.35%
BME - Mixed: Any other mixed background	0.49%
BME - Mixed: White and Asian	0.38%
BME - Mixed: White and Black African	0.32%

BME - Mixed: White and Black Caribbean	0.25%
BME - Other Ethnic Groups: Any other ethnic group	2.69%
BME - Other Ethnic Groups: Chinese	0.51%
Not stated	1.86%
White: Any other White background	4.28%
White: British	68.42%
White: Irish	0.50%
Grand Total	100.00%

Q3 Percentage of staff working in theatres

A3 5.88%

Q4 How many theatre staff members identify as Muslim this includes ODPs, theatre porters, medical and nursing staffing. Surgeons and Junior doctors.

a. Of these how many are female

A4 There are 399 staff in theatres who do not wish to declare their religion.

Staff are not recorded as Muslim, there is no recorded religion as Muslim; they are only recorded as Islam. If based on Islam then the total = 31

Of the total Islam there are 12 female

Q5 A copy of your uniform policy

A5 See attached

Q6 Any uniform policy related to the use of hijabs or religious head garments in the work place or theatre

A6 As answer 5

*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.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.

Yours,



Rachel Montinaro
Data Security and Protection Manager - Records