

Reference Number: FOIAH2324/521
From: Other
Date: 21 December 2023
Subject: Facilities and support for doctors for health and wellbeing, caring responsibilities and faith

Q1 Does your trust have a suitable area for staff where breastfeeding / milk expression can take place which meets the criteria of the Health and Safety Executive (criteria below)?

Criteria: 'You must provide a suitable area where pregnant workers and breastfeeding mothers can rest. It should include somewhere to lie down if necessary, be hygienic and private so they can express milk if they choose to – toilets are not a suitable place for this, include somewhere to store their mil, for example a fridge?'

A1 Yes

Q2 Do you hold facilities which are equipped to store expressed milk which staff can access (including during night and weekend duties)?

A2 Yes

Q3 Do your staff have access to a workplace nursery?

A3 Yes

Q4 Do you offer any other forms of employer supported childcare benefits?

A4 Yes

Q5 Have you performed any analysis on your pay data by ethnicity? including pay gaps, awards e.g. clinical excellence awards.

a. If yes. Have you separated the analysis to look at the ethnicity pay gap of your medical workforce?

A5 No

Q6 Does your organisation provide an independent route (not HR or management) where staff can raise concerns of discrimination?

A6 Yes

Q7 Do all staff inductions (including medical students on work placements and doctors on short term contracts) include information about how to raise concerns?

A7 Yes

Q8 Does your trust use the NHS England [Just Culture Guide](#) or a similar process when [investigating incidents of patient safety](#)?

A8 Yes

Q9 Does your trust have a menopause policy?

A9 Yes

Q10 Has your trust implemented the recommendations from Section 7. Appendix B of the NHS England Uniforms and Workwear Guidance (regarding accommodating faith groups) into your local policies?

A10 Yes

Q11 Does your trust provide an induction for newly recruited international medical graduates?
a. If yes. Does your induction meet the minimum requirements set out in the document Welcoming and Valuing International Medical Graduates: A guide to induction for IMGs recruited to the NHS?

A11 Yes

a. This is currently under review

Q12 What number of SAS doctors that you employ are in leadership or extended roles? Respond as far as possible where you do collect the information. Please state in the comments column if you do not collect this information.

	Number of doctors	Additional comments
Total SAS doctors employed	20	
SAS clinical leads	1	SAS Clinical Tutor

Q13 Name of organisation

A13 Alder Hey Children's NHS Foundation Trust

Q14 Contact name and role

A14 Helen Blackburn, Medical Education & Revalidation Manager.

Q15 Email

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