



FOI 2797

Date 11/04/2024

Dear Requester,

Thank you for your Freedom of Information request. Please note, this is a cross-site response for Bedford site and Luton site.

You asked:

		Yes/No	Additional Comments
1	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)? <i>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 milk, for example a fridge?'</i>	Yes	A suitable room and facilities are identified by an individual's line manager when required.
2	Do you hold facilities which are equipped to store expressed milk which staff can access (including during night and weekend duties)?	Yes	
3	Do your staff have access to a workplace nursery?	Yes	On the L&D site only
4	Do you offer any other forms of employer supported childcare benefits?	Yes	Legacy childcare voucher scheme and Tax-Free Childcare scheme. L&D salary sacrifice scheme for on-site privately run nursery
5	Have you performed any analysis on your pay data by ethnicity? (including pay gaps, awards e.g. clinical excellence awards)	Yes	As part of the Workforce Race Equality standard
5a	If yes. Have you separated the analysis to look at the ethnicity pay gap of your medical workforce?	No	
6	Does your organisation provide an independent route (not HR or management) where staff can raise concerns of discrimination?	Yes	
7	Do all staff inductions (including medical students on work placements and doctors on short term contracts) include information about how to raise concerns?	Yes	At Luton and Bedford
8	Does your trust use the NHS England Just Culture Guide or a similar process when investigating incidents of patient safety?	Yes	The Trust uses the Learning from Patient



				Safety Events (LFPSE) service framework to review and investigate incidents of patient safety.
9	Does your trust have a menopause policy?	Yes		
11	Does your Trust provide an induction for newly recruited international medical graduates?	Yes		LED Tutor Induction at Luton and Bedford
11a	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?	Yes		LED Tutor Induction at Luton

- 12) 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		Comments
Total Doctors employed	2034		
Total SAS Doctors employed	418		
SAS Clinical Leads	0		
SAS Directors	0		
SAS Appraisers	14		
SAS Appraisal Leads	0		
SAS Clinical Governance Leads	---		
SAS Medical Directors	0		
SAS Educational Supervisors	0		
SAS Undergraduate Lead	0		
SAS Audit Lead	---		

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Sector Information Regulations 2015 (RPSI). This means that if you wish to re-use the information provided for commercial purposes for any reason you must ask the Trust for permission to do so.

Please note that the Trust has a formal internal review and complaints process which is managed by the Information Governance Manager/Data Protection Officer. Should you have any concerns with our response, you can make a formal request for an internal review. Requests for internal review should be submitted within three months of the date of receipt of the response to your original letter, and should be addressed to: dataprotectionofficer@ldh.nhs.uk. This option is available to you for up to three calendar months from the date your response was issued.

If you are not satisfied with the Trust review under the Freedom of Information Act 2000 you may apply directly to the Information Commissioners Officer (ICO) for a review of your appeal decision. The ICO can be contacted at: ICO, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF www.ico.org.uk

Yours sincerely,

FOI Officer

Bedfordshire Hospitals NHS Foundation Trust