

Ref: FOI/GS/ID 8745

**Please reply to:**  
FOI Administrator  
Trust Management  
Maidstone Hospital  
Hermitage Lane  
Maidstone, Kent  
ME16 9QQ  
Email: [mtw-tr.foiadmin@nhs.net](mailto:mtw-tr.foiadmin@nhs.net)  
[www.mtw.nhs.uk](http://www.mtw.nhs.uk)

27 February 2024

## **Freedom of Information Act 2000**

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to inequalities in the medical workplace.

*You asked: All questions are shown as received by the Trust.*

### *Caring responsibilities*

*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)?*

*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?'*

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

*3) Do your staff have access to a workplace nursery?*

*4) Do you offer any other forms of employer supported childcare benefits?*

### *Reporting and acting on discrimination*

*5) 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?*

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

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

*8) Does your trust use the NHS England Just Culture Guide or a similar process when investigating incidents of patient safety?*

*Faith, health and wellbeing*

9) Does your trust have a menopause policy?

10) 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?

*International medical graduates*

11) 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?*

*Specialty and specialist doctors (SAS)*

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.

Trust response:

<b>Q1</b>	Yes	This is provided as needed
<b>Q2</b>	Yes	
<b>Q3</b>	Yes	There is a privately run nursery on site at Maidstone Hospital
<b>Q4</b>	Yes	Statutory benefits, e.g. flexible working, parental leave etc.
<b>Q5</b>	Yes / No	In recent years the Trust has simply divided between the eligible consultants so all are paid the same amount
<b>Q6</b>	Yes / No	Yes – FTSU email address and anon phone line + the FTSU Champions.
<b>Q7</b>	Yes	All new starters are invited to attend values based induction which includes a dedicated session on freedom to speak up and patient safety.
<b>Q8</b>	Yes	The Trust advocate the use of the Just Culture guide during training sessions, however, we are not able to explicitly provide assurance that it is used in every incident, it is being written into our new policy that it should be used where appropriate. The Serious Incident learning and improvement panel considers the Just Culture principles when reviewing the investigation outcomes.
<b>Q9</b>	No	Not yet published
<b>Q10</b>	Yes / No	The Trust's Dress, uniform and identification badge policy and procedure does make reference, acknowledges and accommodates faith groups dress codes.
<b>Q11</b>	Yes	A newly recruited IMG Tutor has been appointed to support IMGs starting with the Trust and we are currently reviewing a bespoke Induction for them.
<b>Q11a</b>	Yes	They are invited to the Junior Doctors induction where possible and are provided with induction information in line with the minimum requirements set out in the document.

<b>Q12</b>	<b>Number of doctors</b>	<b>Additional comments</b>
Total doctors employed	1087	including doctors in training
Total SAS doctors employed	167	