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## Inequalities in the Medical Workplace

### 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?'*

Yes.

Belfast Trust has developed the Supporting Breast Feeding Employees policy to provide a workplace environment that supports breastfeeding employees in continuing to breastfeed.

The policy provides guidance for Trust management in supporting an employee who is breastfeeding on return to work and states that a private room (not a toilet) will be made available, if required, for employees to breastfeed or express milk. Policy attached as separate document, Attachment 1. Staff details have been redacted, as we are not able to provide personal information under the Freedom of Information Act. This information is subject to Section 40(2) – Personal information relating to a third party and disclosure would breach one or more of the principles of the Data Protection Act. It is the protocol of Belfast Trust to make public names of employees of a senior standing – Band 8A and above. Those who fall below that band are exempt and so their names have been redacted.

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

Yes. In accordance with the policy, expressed milk should be stored in a personal cool bag (with ice blocks) or in a zipped locked bag placed in a designated food refrigerator.

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

No. There is a private day care nursery, Royal Day Care, currently located on the Royal Victoria Hospital (RVH) site. This nursery is not affiliated with Belfast Trust in any way but has close proximity to RVH for staff seeking registered childcare in the BT12 area.

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

Yes:

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- Tax Free Childcare Scheme - This enables eligible working families to claim 20% of their childcare costs, up to £2,000 per child per year, or £4,000 for a child with a disability, from the Government.
- The Parenting NI Parenting Family Portal is a one-stop online platform for Parents & Families containing a diverse range of resources and support.
- Childcare Vouchers available only to those employees who were availing of the scheme prior to October 2018 and who have not opted out to use Tax-Free Childcare or opted out of the scheme for 52 weeks. Vouchers can be used to pay for registered childcare.
- Annual Summer Scheme - the 6-week long scheme is open to children aged 4 to 12 and is competitively priced and highly reviewed by users.
- Family friendly policies - a comprehensive range of policies designed to support working parents, including Term-Time Working, Compressed Hours, Part-Time Work and Carers Leave. Click here for the link to our virtual resources; <https://belfasttrust.pagetiger.com/dyjsdlg/1>

### **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?**

No.

- a. **If yes, have you separated the analysis to look at the ethnicity pay gap of your medical workforce?**

Not applicable.

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

Yes.

Belfast Trust has an Ethnic Minority Staff Network and staff could raise concerns of potential racial discrimination through this by email:

[AskEMNetwork@belfasttrust.hscni.net](mailto:AskEMNetwork@belfasttrust.hscni.net)

Concerns regarding discrimination against LGBTQA+ staff could be raised via the Regional LGBTQ Staff Forum, [lgbtstaff@hscni.net](mailto:lgbtstaff@hscni.net)

Trade Unions are a useful resource for staff to raise a range of concerns. Click here for links to Trade Unions;

<https://belfasttrust.pagetiger.com/supporting-employee-wellbeing/1>

- 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.

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For trainee doctors - in Northern Ireland (NI), trainee doctors are employed by the Single Lead Employer (SLE), which is the employing authority for NI Medical and Dental Training Agency (NIMDTA) who have comprehensive guidance on their website on this matter: How to Raise a Concern ([nimdta.gov.uk](http://nimdta.gov.uk)).

They are also supported by local supervisors and Programme Director from NIMDTA. Although it is not part of our Trust Induction, all Belfast Trust trainees were reminded of the process for raising concerns via our October Trainee Newsletter and an information leaflet, Need to Raise Concerns, was also sent. (See Attachments 2 and 3).

For students on work placements, I can confirm that information on how to raise a concern is provided during our large year group inductions. This is also covered in our student information booklet, which all students receive before placement commences.

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

No.

Belfast Trust does not specifically use the NHS England Just Culture Guide, but it uses Just Culture principles when investigating safety incidents. Belfast Trust, along with the other Trusts, are working with the Department of Health, to agree a new framework for Safety Incident Reporting and Investigation, in order to produce a swifter, more responsive and more effective regional system, with a focus on systems learning.

**Faith, Health and Wellbeing**

**9) Does your Trust have a menopause policy?**

No, Belfast Trust do not have a policy. We instead chose to follow NHS Employers best practice guidance and develop a Toolkit and resource for managers and staff.

<https://bhsct.sharepoint.com/sites/hrod/SitePages/Menopause.aspx#menopause-is-a-normal-and-natural-life-stage%2C-and-within-belfast-hsc-trust%2C-we-want-to-support-our-colleagues-through-this-time>

**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?**

Yes. Central Nursing colleagues are currently updating Belfast Trust's Dress Code and Uniform Policy in this regard and the draft document is currently with the Co-Chairs of the Ethnic Minority Staff Network for their consideration.

**International Medical Graduates**

**11) Does your Trust provide an induction for newly recruited international medical graduates?**

Yes. Our Trust induction is for all trainees who have not worked in Belfast Trust within the last 18 months. Information on the support we have provided to N2NI trainees / IMGs and information guides can be found in separate documents - Attachments 4 to 7.

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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?](#)

Yes.

We have been working towards ensuring that the requirements in Welcoming and Valuing International Medical Graduates: A guide to induction for IMGs recruited to the NHS are covered.

**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.

	Number of doctors	Additional Comments
<b>Total doctors employed</b>	1028	
<b>Total SAS doctors employed</b>	156	Includes Associate Specialist, Specialty Doctors, Hospital Practitioners and Staff Grade doctors.
<b>SAS Clinical Leads</b>		Belfast Trust do not hold this information centrally. The information would be contained within individual job plans and the time it would take to gather this information would exceed 18 hours.
<b>SAS Directors</b>		
<b>SAS Appraisers</b>		
<b>SAS Appraisal Leads</b>		
<b>SAS Clinical Governance Leads</b>		
<b>SAS Medical Directors</b>		The Trust considers that the cost of retrieving the information would be above the 'Appropriate Limit', as defined by the Freedom of Information Act under Section 12. Section 12 of the Freedom of Information Act makes provision for public authorities to refuse requests for information where the cost of dealing with them would exceed the appropriate limit. The limit has been specified as £450 for public authorities such as Belfast Trust. This represents the cost of one or more persons spending 18 hours in determining whether we hold the information, locating, retrieving and extracting this information.
<b>SAS Educational Supervisors</b>		
<b>SAS Undergraduate Education Lead</b>		
<b>SAS Audit Lead</b>		