

Ref. No: 0942
Date: 15/05/2024
Subject: Complaints about EDI Policies

REQUEST

Under the Freedom of Information Act, I would like to request the following information:

1. Have you implemented any EDI (equality, diversity and inclusion) policies / initiatives on race in your Trust?
2. Have you received any complaints, either from staff or the general public, about these policies / initiatives?
3. If so, please provide details of the total number of complaints you have received, reasons given for the complaint/s and any actions taken.

RESPONSE

St Helens and Knowsley Teaching Hospitals NHS Trust and Southport and Ormskirk Hospital NHS Trust became a single legal entity known as Mersey and West Lancashire Teaching Hospitals NHS Trust on 1st July 2023, as such parts of the response may be provided in two sections relating to the hospital sites of each of the legacy organisations.

1. Have you implemented any EDI (equality, diversity and inclusion) policies / initiatives on race in your Trust?

Yes.

2. Have you received any complaints, either from staff or the general public, about these policies / initiatives?

See below.

3. If so, please provide details of the total number of complaints you have received, reasons given for the complaint/s and any actions taken.

Two emails querying why the Black Minority and Ethnic (BME) Band 5 Nursing & Midwifery Career Workshop Program was not being offered to all members of staff. Response provided outlining that it is a Positive Action initiative in accordance with Section 158 Equality Act 2010 to address racial disparities in the workforce.