

Questions

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? (see criteria in the cover letter)
Q2	Do you hold facilities which are equipped to store expressed milk which staff can access (including during night and weekend duties)?
Q3	Do your staff have access to a workplace nursery?
Q4	Do you offer any other forms of employer supported childcare benefits?
Q5	Have you performed any analysis on your pay data by ethnicity? including pay gaps, awards e.g. clinical excellence awards.
Q5a	If yes. Have you separated the analysis to look at the ethnicity pay gap of your medical workforce?
Q6	Does your organisation provide an independent route (not HR or management) where staff can raise concerns of discrimination?
Q7	Do all staff inductions (including medical students on work placements and doctors on short term contracts) include information about how to raise concerns?
Q8	Does your trust use the NHS England Just Culture Guide or a similar process when investigating incidents of patient safety?
Q9	Does your trust have a menopause policy?
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?
Q11	Does your trust provide an induction for newly recruited international medical graduates?
Q11a	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?
Q12	What number of SAS doctors that you employ are in leadership or extended roles?

Question	Answer	Additional information
Q1		Due to the Trust's multiple sites over a wide geographical area there are no designated areas for breast feeding/milk expression however, this would be managed on a case by case basis between individual and line manager to ensure that Trust can accommodate a breast feeding mothers needs upon return to work.
Q2		Due to the Trust's multiple sites over a wide geographical area there are no designated areas for breast feeding/milk expression however, this would be managed on a case by case basis between individual and line manager to ensure that Trust can accommodate a breast feeding mothers needs upon return to work.
Q3	No	The Kent and Medway NHS and Social Care Partnership Trust do not provide a workplace nursery.
Q4	No	The Trust do not offer any additional childcare benefits. The Trust does support parents in providing paid carer/dependant leave for up to 3 days per annum (pro-rata).

Q5	No	The Trust has not yet conducted an analysis however, are due to conduct a Race Pay Gap analysis in February 2024 using the Gender Pay Gap template. The Trust are awaiting further guidance from NHS England.
Q6	Yes	The Trust provides an external and independent Freedom to Speak Up service, The Guardian Service, which operates 24 hours a day seven days a week for 365 days a year. It provides staff with a safe, confidential and non-judgmental supportive way to raise any concern or risk within the workplace, whatever that may be.
Q7	Yes	All new staff joining KMPT are required to complete the Freedom to Speak Up ELearning and the Trust's Freedom to Speak up Guardian delivers a presentation during the Corporate Induction to all new starters. Acute Trust employed junior Doctors (GP/Foundation) are asked to complete Freedom to Speak up ELearning. They also have their own Freedom to Speak Up Guardian with their main employer. Trust employed junior Doctors (cor/HST/MTI/Float Locums) attend Corporate Induction and complete Freedom to Speak Up ELearning like all other new Trust employed staff. The Serious Incident Reporting Procedure for junior Doctors is included in the relevant induction packs. Medical students are also provided with details of how to raise concerns via Induction and procedures also within their induction packs.
Q8	Yes / No	The Trust do use the Just Culture Guide when investigating serious incidents.
Q9	No	The Trust do not have a Menopause Policy, the Trust have produced the below document to provide support to staff.
Q10	Yes	Rebecca Stroud Matthews
Q11	Yes	All new junior Dr's get invited to an IMG induction with the IMG lead every rotation to let them know what support is available to them at KMPT. The Trust also run a GMC 'Welcome to UK Practice' event every six months. The Trust also provides a useful Differential Attainment guide to all new junior Doctors in their induction pack which includes a link to our IMG video, essential information regarding settling in the UK and KMPT and access to external resources e.g. NHS England ELearning for Healthcare Induction for IMG's and RcPsych IMG resources.
Q11a	Yes	

Q12	Number of doctors	Additional comments
Total doctors employed	140	This includes Consultants and Speciality Doctors only. This number is excluding trainee doctors.
Total SAS doctors employed	36	This is the number of Specialty Doctors employed (please note not all are full time)

SAS clinical leads	0	
SAS directors	0	
SAS appraisers	4	
SAS appraisal leads	0	
SAS clinical governance leads	0	
SAS medical directors	0	
SAS educational supervisors	7	x2 for Junior Doctors and x5 for Medical Students
SAS undergraduate education lead	0	
SAS audit lead	0	