



Wrightington, Wigan and Leigh Teaching Hospitals

NHS Foundation Trust

Information Governance Department

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Email: foi@wwl.nhs.uk

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Ref: FOI/2024/10241

Date Received: 24th October 2024

Response Due: 21st November 2024

Date: 19th November 2024

Dear Sir/Madam

With reference to your request for information received on 24th October 2024, I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information you have requested. A response to each part of your request is provided below.

In your request you asked:

I would like to request a breakdown on the representation of different ethnic groups working in your maternity services. Please could this be completed in the table provided below and categorised by each pay band (Band 1 – 9) for the calendar years 2018 and 2023.

	White	Black, Black British, Caribbean or African	Mixed or multiple ethnic groups	Asian or Asian British	Other ethnic group
Band 1	2018: 0	2018: 0	2018: 0	2018: 0	2018: 0
	2023: 0	2023: 0	2023: 0	2023: 0	2023: 0
Band 2	2018: 13	2018: 0	2018: 0	2018: 0	2018: 0
	2023: 16	2023: <5	2023: 0	2023: <5	2023: 0
Band 3	2018: 27	2018: 0	2018: 0	2018: 0	2018: 0
	2023: 36	2023: 0	2023: 0	2023: 0	2023: 0
Band 4	2018: 0	2018: 0	2018: 0	2018: 0	2018: 0
	2023: <5	2023: 0	2023: 0	2023: 0	2023: 0
Band 5	2018: 12	2018: 0	2018: 0	2018: <5	2018: 0
	2023: 18	2023: 0	2023: 0	2023: <5	2023: 0
Band 6	2018: 98	2018: 0	2018: <5	2018: 0	2018: <5
	2023: 108	2023: <5	2023: <5	2023: <5	2023: 0

Band 7	2018: 22	2018: 0	2018: 0	2018: 0	2018: 0
	2023: 30	2023: 0	2023: 0	2023: 0	2023: 0
Band 8a	2018: <5	2018: 0	2018: 0	2018: 0	2018: 0
	2023: <5	2023: 0	2023: 0	2023: 0	2023: 0
Band 8b	2018: <5	2018: 0	2018: 0	2018: 0	2018: 0
	2023: <5	2023: 0	2023: 0	2023: 0	2023: 0
Band 8c	2018: 0	2018: 0	2018: 0	2018: 0	2018: 0
	2023: <5	2023: 0	2023: 0	2023: 0	2023: 0
Band 8d	2018: 0	2018: 0	2018: 0	2018: 0	2018: 0
	2023: <5	2023: 0	2023: 0	2023: 0	2023: 0
Band 9	2018: 0	2018: 0	2018: 0	2018: 0	2018: 0
	2023: 0	2023: 0	2023: 0	2023: 0	2023: 0

The Trust has a standard procedure of not releasing information when the data involved is less than 5. This is because we feel that such low numbers could make the individuals involved identifiable and therefore may cause undue harm and distress.

To disclose this information would:

- a) Contravene the Data Protection Act principles in that it would amount to unfair and possibly unlawful processing, as there was a legitimate expectation by the third parties that this information would remain confidential, and
- b) Disclosure may cause damage or distress to the individual(s) involved, and that damage or distress would be unwarranted (section 10 of the DPA).

If you are not entirely satisfied with this response, please do not hesitate to contact the Information Governance Department via the email address provided. If we do not hear from you within 40 days, we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,

Juliette Tait
Chief People Officer

PLEASE NOTE:

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to: Information Governance Department, Wrightington, Wigan and Leigh NHS Foundation Trust, Suite 9, Buckingham Row, Brick Kiln Lane, Wigan, WN1 1XX.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision at:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire, SK9 5AF

Helpline number: 0303 123 111