

Information Governance

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1 March 2024

Our reference: FOI DA5198

I am responding to your request for information received 6 February and clarified on 8 February. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,

Information Rights Coordinator

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision.

If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

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

Tel: 0303 123 1113
Web: www.ico.org.uk

Please note that the data supplied is not allowed to be re-used and/or published without the explicit consent of East London NHS Foundation Trust. Please contact the signatory to request permission if this is your intention



We promise to work together creatively to: learn 'what matters' to everyone, achieve a better quality of life and continuously improve our services.
We care . We respect . We are inclusive

Interim Chief Executive Officer: Lorraine Sunduza
Chair: Eileen Taylor

Request:

Question 1: Q.1 What is the gender breakdown of your employees, at the date this request is received:

- a. Male (including trans men)**
- b. Female (including trans women)**
- c. Non-binary**
- d. Other**

Answer: Please see table below:

Gender	Percentage
Male (including trans men)	27.96%
Female (including trans women)	72.04%
Non-binary	0
Other	0

Question 2: Does your Trust have a workplace menopause policy? Yes/No

Answer: No. The Trust has Menopause Guidance.

Question 2a: If yes to Q2, please outline the specific support available for your Trust's employees going through the menopause.

Answer: Not applicable.

Question 3: Does your Trust have a 'menopause champion'? Yes/No

Answer: No.

Question 4: Does your Trust offer flexible working for your employees going through menopause? Yes/No

Answer: Yes.

Question 5: Has your Trust received any employee complaints that mention the menopause? Yes/No

Clarification: Has your Trust received any employee complaints that mention the menopause in the last ten calendar years?

Answer: No.

Question 5a: If yes to Q.5, please specify how many employee complaints that mention the menopause you have received.

Answer: Not applicable.

Question 6: How many women (including trans women) and men (including trans men) of the following age ranges worked at your Trust in the following months Dec 21, Dec 22 and Dec 23?

- a. Under 25**
- b. 25-34**
- c. 35-44**
- d. 45-54**
- e. 55-64**
- f. 65 and over**



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Answer: Please see table below:

Age range	Number of employees		
	Dec-21	Dec-22	Dec-23
a. Under 25	812	964	906
b. 25-34	2984	3483	3608
c. 35-44	2612	3004	3185
d. 45-54	2285	2524	2756
e. 55-64	1554	1709	1834
f. 65 and over	299	343	399



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