

Question	Answer	Additional information
Q1	Yes / No	Our maternity policy states provision should be made for nursing parents returning to work to be provided with a private and clean space to feed their baby and also provision to store breast milk. Risk assessments should be undertaken to ensure the area meets health and safety standards.
Q2	Yes / No	The maternity policy states provision should be made for nursing parents to store breast milk at work.
Q3	Yes / No	Taplins Nursery, Southampton
Q4	Yes / No	Salary sacrifice scheme
Q5	Yes / No	We have performed a voluntary analysis of our pay gap data by ethnicity
Q5a	Yes/No	
Q6	Yes/No	Freedom to Speak Up Guardians, Ulysses online incident reporting system including Hate Crime reporting, Staff Networks, Trade Unions
Q7	Yes / No	
Q8	Yes / No	
Q9	Yes / No	
Q10	Yes / No	
Q11	Yes / No	All Doctors starting on rotations and based on their IMG status (whether new to the NHS or experienced IMG colleagues) further induction is provided.
Q11a	Yes / No	The resourcing and attraction group have copies of the Welcoming and Valuing IMGs document. There is an IMG fellow appointed to undertake a QI project regarding induction and support to IMGs within the trust.

Name of organisation  
Contact name and role  
Email

#### Questions

Q1	Does your trust have a suitable area for staff where breastfeeding / milk expression can take place?
Q2	Do you hold facilities which are equipped to store expressed milk which staff can access (including at home)?
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. bonuses?
Q5a	If yes. Have you separated the analysis to look at the ethnicity pay gap of your medical workforce?

<b>Q6</b>	Does your organisation provide an independent route (not HR or management) where staff can
<b>Q7</b>	Do all staff inductions (including medical students on work placements and doctors on short te
<b>Q8</b>	Does your trust use the NHS England Just Culture Guide or a similar process when investigating
<b>Q9</b>	Does your trust have a menopause policy?
<b>Q10</b>	Has your trust implemented the recommendations from Section 7. Appendix B of the NHS Engl
<b>Q11</b>	Does your trust provide an induction for newly recruited international medical graduates?
<b>Q11a</b>	If yes. Does your induction meet the minimum requirements set out in the document Welcomi
<b>Q12</b>	What number of SAS doctors that you employ are in leadership or extended roles?

Q12	Number of doctors	Additional comments
Total doctors employed	182	powerBI dataset 14/12/2023
Total SAS doctors employed	42	
SAS clinical leads		We do not record this information.
SAS directors		We do not record this information.
		We do not record this information.
SAS appraisers		We do not record this information.
SAS appraisal leads		We do not record this information.
SAS clinical governance leads		We do not record this information.
SAS medical directors		We do not record this information.
SAS educational supervisors		We do not record this information.
SAS undergraduate education lead		We do not record this information.
SAS audit lead		We do not record this information.

place which meets the criteria of the Health and Safety Executive? (see criteria in the cover letter) (including during night and weekend duties)?

g. clinical excellence awards.  
 rce?