

Request Reference: FOI/069/24

Published: 19 March 2025

Information requested:

I write in the context of the Freedom of Information Act to ask NHS State Hospital to provide me with the following information.

1. In terms of the Board's obligations under the Equality Act 2010 to protect individuals from discrimination and harassment on the basis of protected characteristics, including sex, religion or belief and gender reassignment, I ask the Board to provide me with a copy of the Board's current policy on the provision of changing facilities for staff
2. details on what steps have been taken by the Board to ensure that the rights of different groups are balanced in the application of these policies
3. details on how the Board has implemented obligations, and brought these to the attention of all staff, under the Workplace (Health, Safety and Welfare) Regulations 1992 which state that changing facilities will not be suitable "unless they include separate facilities for, or separate use of facilities by, men and women where necessary for reasons of propriety"
4. a copy of the Board's Equality and Diversity Impact Assessment on the policy covering the provision of changing facilities for staff and including the obligations under the Workplace (Health, Safety and Welfare) Regulations 1992

Response:

The State Hospital does not have a policy on the provision of changing facilities / toilets and as such we give notice under FOISA section 17 that we do not hold the information requested in questions 1, 2 and 4.

3. The board has a copy of the legislation, which is accessible from the UK Government website (<https://www.legislation.gov.uk/uksi/1992/3004/contents>) and as such is exempt from disclosure (FOISA section 25(1)). We provide facilities for changing in line with the regulations, but as stated above, we do not have a specific policy in relation to changing rooms / toilet provisions. Whilst the areas have clear signage and we highlight the available provision as part of staff induction, this information is not held for the purposes of a FOI request because we don't have a record of it. i.e. We have no photographs and this part of induction is provided verbally