

Ref. No: FOI0131  
Date: 12/07/2023  
Subject: Religious head coverings in Operating theatres

## REQUEST

1. Total number of hospital staff **3508**
2. Percentage Black, Asian and Ethnic Minority (BAME) staff **12.60%**
3. Percentage of staff working in theatres **2.99%**
4. How many theatre staff members identify as Muslim this includes ODPs, theatre porters, medical and nursing staffing. Surgeons and Junior doctors.
  - a. Of these how many are female
5. A copy of your uniform policy
6. Any uniform policy related to the use of hijabs or religious head garments in the work place or theatre

Any format of data is acceptable. It may be more practical to have the policies as pdfs or read-only word docs

## RESPONSE

	Total Staff Category				Sum of Theatre Staff			
Gender	Blank	BME	Not Stated	White	Blank	BME	Not Stated	White
Female	249	265	139	2050	7	24	<5	80
Male	82	177	69	477	<5	6	<5	25

Percentage BAME Staff				12.60
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Percentage of Theatre Staff				2.99
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Theatre Staff - Islam	<5
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*Please note – This data is from staff linked to Theatres Cost Centre and does not account for other employees who work in Theatres but are linked to other cost centers.*

Please note <5 has been added where the number of staff is 5 or less, this information has been redacted to protect staff confidentiality and to ensure that staff can not be identified.

\*\* We are unable to provide this information you require relating to the gender of staff as when used along with the low numbers exemption it could identify the individuals in question. This would constitute personal information and would be considered exempt under Section 40 of the Freedom of Information Act. Section 40 (FOI Act) provides an exemption to disclosure, where disclosure would contravene any of the Data Protection principles. This exemption is an absolute exemption that is not subject to the public interest test. Where the information relates to an individual who can be identified from that data, or from that data when added to other information, in the possession of, or likely to come into the possession of the data controller, this meets the definition of personal data as defined by the Data Protection Act.