Lothian NHS Board Mainpoint 102 Westport Edinburgh EH3 9DN Main Switchboard: 0131 242 100



www.nhslothian.scot

Date 21/03/2025 Our Ref 9788

Enquiries to Richard Mutch Extension 35687 Direct Line 0131 465 5687 Ioth.freedomofinformation@nhs.scot richard.mutch@nhs.scot

Dear

FREEDOM OF INFORMATION – CHANGING FACILITIES FOR STAFF

I write in response to your request for information in relation to changing facilities for staff.

Question:

- 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
- 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
- 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"
- 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

Answer:

I am advised that NHS Lothian does not have a policy on the provision of changing facilities for staff and therefore no impact assessment has been carried out. As per Section 17 of the Freedom of Information (Scotland) Act 2002 formally I must advise that we do not hold this information.

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information









Headquarters Mainpoint 102 West Port Edinburgh EH3 9DN

Chair Professor John Connaghan CBE Chief Executive Professor Caroline Hiscox Lothian NHS Board is the common name of Lothian Health Board



Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at <u>www.itspublicknowledge.info/Appeal</u>. If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <u>https://org.nhslothian.scot/FOI/Pages/default.aspx</u>

Yours sincerely

ALISON MACDONALD Executive Director, Nursing Cc: Chief Executive