

Our Ref: 586/2023
November 2023

Re: Your request made under the Freedom of Information Act 2000

I would like to make the following FOI request for Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust:

What training has been delivered to staff within the Trust relating to religion and religious beliefs, within the period 1st August 2022 to 1st August 2023?

I would like a list of all the sessions delivered to staff. If a course has been delivered multiple times, please list each instance separately. For each one, I would like to know:

- What was the session title or topic (if known)? **The session encompassed discussions on Religion & Beliefs Equality, Religious holidays, and Beliefs & Spiritualities. As of now, four sessions have been delivered, with two conducted after the FOI cut-off date. The final session is scheduled for early next year.**
- Was the session delivered (even if only partially) by someone external to the Trust? **No The Trust ED&I Lead Delivered the sessions**
 - If so, who?
 - How much was paid to them for this?
 - If payment is made, please specify if VAT was applicable, and if VAT is included in your figure(s).

For “religion and religious beliefs”, please include any training which is likely to include a significant amount of content about the needs of religious people.

The training program comprises an introduction and three distinct sections. The introduction offers an overview of the critical aspects related to religion and belief in the workplace, encompassing legal considerations.

Within Part 1, individuals share insights into the significance of various major religious and belief traditions in the UK.

Part 2 delves into essential considerations for adapting workplace practices to accommodate an individual's religious or belief preferences.

In Part 3, a set of dramatised scenarios is presented to stimulate discussion and reflection. These scenarios enable participants to explore in-depth the issues introduced in the preceding sections. Following each scenario, the ED&I Lead provides analysis, offering commentary from both a legal and best practice standpoint.