

Direct Line: 01623 672232  
Our Ref: 827  
E-mail: [sfh-tr.foi.requests@nhs.net](mailto:sfh-tr.foi.requests@nhs.net)

**King's Mill Hospital**  
Mansfield Road  
Sutton in Ashfield  
Nottinghamshire  
NG17 4JL

13<sup>th</sup> June 2025

Tel: 01623 622515  
Join today: [www.sfh-tr.nhs.uk](http://www.sfh-tr.nhs.uk)

[REDACTED]

Dear Sir/Madam

**Freedom of Information Act (FOI) 2000 - Request for Information Reference:** Allyship  
Training Module

I am writing in response to your request for information under the FOI 2000.

I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information you have requested. A response to each part of your request is provided below. Please accept our sincere apologies for the delay.

**Home, Community, Hospital.**

FOI Request / Question	Question Response	Is there an exemption?	Exemption	Exemption Details
1. Recent media reports have claimed that the Trust has given staff a "wheel of privilege" as part of an "allyship training module." provide a copy of this wheel and accompanying teaching/educational materials,	Question 12 is exempted and therefore question 13 is Not Applicable	Yes	Section 21	Section 21 exempts information that is reasonably accessible to you by other means. The information you require is available here: <a href="https://www.sfh-tr.nhs.uk/media/2vnlupt0/foi-552-the-wheel-of-privilege.pdf">https://www.sfh-tr.nhs.uk/media/2vnlupt0/foi-552-the-wheel-of-privilege.pdf</a>
2. state whether it is applicable to and required to be taken by all/any staff or just certain racial/ethnic groups,	Allyship training is available to all staff and is not mandated for any staff group.			
3. indicate how many Trust staff overall have engaged with this material (by percentage) and the same breakdown by racial/ethnic group,	2.6% of colleagues have attended the allyship training. Equality monitoring data is not available.			
4. explain the purpose of this test and what is done with the results (either on an individual basis or collectively),	There is no test that forms part of the allyship training.			
5. explain whether completion of this assessment or training is mandatory or, if not mandatory, incentivised directly or indirectly,	Allyship training is available to all staff and is not mandated for any staff group.			
6. describe any actual or potential repercussions for any staff member who declines to take the test,	None. There is no test.			

7. notify me if any form of adverse action or impact has been experienced by any Trust staff member who has declined to take this test (whether formal action or informal consequences),	None. There is no test.			
8. outline any complaints or push back against this test from staff within the Trust,	0			
9. describe any consultation with trade unions and/or the Equality and Human Rights Commission that were undertaken prior to this material being introduced,	Trade Unions are aware of the training and are represented on various governance forums through which allyship training was tabled.			
10. notify me if an Equality Impact Assessment (or similar process if known under any other name) was undertaken prior to this test being implemented. If it was, please provide a copy of the assessment,	There is no test in the Allyship training.			
11. explain whether any external consultants or advocacy groups were involved in recommending, structuring or in any way advising on this material. If such external parties were involved, please identify them.	None.			
12. Please provide any information relating to whether the Trust considers any of the information		Yes		Under the terms of the Act, we do not need to provide an answer as this would mean creating

gathered through this test to be Special Category as set out in Article 9 of the GDPR,				new information and giving an opinion. This information is not held.  Taken from the ICO - The Act does not cover information that is in someone's head. If a member of the public asks for information, you only have to provide information you already have in recorded form. You do not have to create new information or find the answer to a question from staff who may happen to know it.
13. If the Trust does believe that special category data was processed what additional condition (apart from an Article 6 Lawful Basis) does WCC rely upon for processing this Special Category data?	N/A			
14. Did the Trust carry out a Data Protection Impact Assessment to consider potential risks associated with this test? If yes, please provide a copy of that DPIA.	No. There is no test within Allyship training, and no personal data is collected at any time.			

I trust this information answers your request. Should you have any further enquiries or queries about this response please do not hesitate to contact me. However, if you are unhappy with the way in which your request has been handled, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Sally Brook Shanahan, Director of Corporate Affairs, King's Mill Hospital, Mansfield Road, Sutton in Ashfield, Nottinghamshire, NG17 4JL or email [sally.brookshanahan@nhs.net](mailto:sally.brookshanahan@nhs.net).

If you are dissatisfied with the outcome of the internal review, you can apply to the Information Commissioner's Office, who will consider whether we have complied with our obligations under the Act and can require us to remedy any problems. Generally, the Information Commissioner's Office cannot decide unless you have exhausted the internal review procedure. You can find out more about how to do this, and about the Act in general, on the Information Commissioner's Office website at: <https://ico.org.uk/your-data-matters/official-information/>.

Complaints to the Information Commissioner's Office should be sent to FOI/EIR Complaints Resolution, Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Telephone 0303 1231113, email [casework@ico.org.uk](mailto:casework@ico.org.uk).

If you would like this letter or information in an alternative format, for example large print or easy read, or if you need help with communicating with us, for example because you use British Sign Language, please let us know. You can call us on 01623 672232 or email [sfh-tr.foi.requests@nhs.net](mailto:sfh-tr.foi.requests@nhs.net).

Yours faithfully

#### Information Governance Team

All information we have provided is subject to the provisions of the Re-use of Public Sector Information Regulations 2015. Accordingly, if the information has been made available for re-use under the [Open Government Licence](#) (OGL) a request to re-use is not required, but the licence conditions must be met. You must not re-use any previously unreleased information without having the consent from Sherwood Forest Hospitals NHS Foundation Trust. Should you wish to re-use previously unreleased information then you must make your request in writing. All requests for re-use will be responded to within 20 working days of receipt.