



Our Ref: LP/KJJ/FOI/0525/1289
30th May 2025

Stafford Education & Enterprise Park
Weston Road
Stafford
ST18 0BF

Sent by email

Telephone: 0300 123 1461

Dear

FOI-0525/1289

Your request for information under the Freedom of Information Act 2000

Thank you for your request for additional information received on 21st May 2025. We can confirm that the Staffordshire and Stoke-on-Trent Integrated Care Board can provide the following information.

An anonymised copy of this response will be made publicly available on the ICB website. Please note the ICBs responses in blue.

Under the Freedom of Information Act 2000, I would like to request the following information:

1a. A copy of any policies that set out how the Trust ensures that employees have a legal right to work in the UK, and how these policies are enforced.

This is our [Recruitment & Selection Policy](#) and is attached.

1b. A copy of any records or audits, from within the last two years, that set out details as to how far these policies are complied with.

The ICB does not hold any specific records or audit reports within the last two years that measure compliance with the [Recruitment & Selection Policy](#). While the policy is followed operationally as part of the recruitment process, formal audits specific to this aspect and as to how far this policy is complied with have not been conducted.

1c. The job title and grade of the person (or people) responsible for overseeing and enforcing this policy? (For the avoidance of doubt, I am not seeking any personal information other than job title and grade).

[Chief People Officer, VSM Grade](#)

2a. A copy of any policies that set out how the Trust ensures that employees contracted through third parties have a legal right to work in the UK, and how these policies are enforced.

If we source Agency workers through external third parties we work with our Procurement Team to ensure that we are using a third party that has been identified through an appropriate procurement process where bidders are required to provide information about their process for employment checks, including the right to live and work in the UK. All bids are evaluated by a HR subject matter expert. We require the third party only to provide workers whose employment checks are completed in line with this.

We have an internal IR35 SOP for instances where we engage an off payroll worker (attached) and as part of this process we check right to live and work in the UK.

2b. A copy of any records or audits, from within the last two years, that set out details as to how far these policies are complied with.

N/A in relation to procurement processes. Please also refer to the response provided in 1b.

2c. The job title and grade of the person (or people) responsible for overseeing and enforcing this policy. (For the avoidance of doubt, I am not seeking any personal information other than job title and grade).

Chief Finance Officer, VSM

Chief People Officer, VSM

3a. Information that sets out, for each of the last three years, how many asylum seekers were hired on a temporary right to work visa by the Trust.

N/A

3c. Information that sets out, for each of the last three years, how many asylum seekers were registered volunteers at the Trust.

N/A

3d. A copy of any policy concerning how you ensure that asylum seekers who are registered volunteers are not replacing paid roles.

N/A

4a. Information that sets out, for each of the last three years, how many checks have been conducted due to expiration of a Positive Verification Notice of a Temporary work visa.

N/A

5a. Information that sets out, for each of the last three years, how many employees had an employment contract terminated due to a change in their immigration status?

None

6a. Information regarding any schemes or partnerships that your Trust has with charities or other external organisations that support or promote the employment of foreign nationals, asylum seekers or those who have recently successfully claimed asylum. I am seeking information on the name of the charity or organisation and any partnership agreement or document that sets out the nature of the relationship or scheme.

N/A

To request an internal review

You can request an internal review by contacting the Staffordshire and Stoke-on-Trent ICB FOI team by emailing; staffsstokeFOI@staffsstoke.icb.nhs.uk or by post to the address at the top of this letter within 40 working days of the initial response.

If you are not content with the outcome of your internal review, you may apply directly to the Information Commissioner's Office (ICO) for a decision. Generally, the ICO cannot make a decision unless you have exhausted the Staffordshire and Stoke-on-Trent Integrated Care Board's FOI complaints procedure.

The ICO can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

www.ico.gov.uk

Yours sincerely


Head of Governance

Encs.

Chair: David Pearson MBE

Chief Executive Officer: Peter Axon