

Freedom of Information Request: Our Reference CTMUHB_382_23

You asked:

Having seen your vacancy (Reference number: 110-PST045-0523-A, Cwm Taf Morgannwg University Health Board) advertised on NHS Jobs we are aware that you are currently in the process of recruiting to a Chaplaincy / Spiritual Care post.

The Network for Pastoral, Spiritual and Religious Care in Health (network-health.org.uk) works with the NHS and other Chaplaincy bodies to promote equality and diversity in high quality spiritual care.

We have noted that your advertisement has restricted the vacancy on the grounds of religion or belief - one of the characteristics protected in law. The latest NHS Chaplaincy guidelines (published August 2023, see <https://www.england.nhs.uk/chaplaincy/>) do permit such restriction in exceptional circumstances, but also make it clear that posts should only be restricted where there is a genuine occupational requirement to do so. The guidelines state:

"Before any recruitment is undertaken, a full Equality Impact Assessment (EIA) should be completed to understand whether a post needs to be restricted. There is generally no need or justification for job descriptions and person specifications to specify that the post holder should be of a certain religion or beliefs, as chaplaincy services should be available to all irrespective of religion or belief. However, after completing a thorough Equality Impact Assessment, it may be decided that someone from a specific religion or belief group is required to do the job (known as an 'occupational requirement')."

In order to help us understand the specific circumstances in your organisation that led it to restrict the post, can you please:

- 1. Send us a copy of your Equality Impact Assessment that identifies and evaluates the requirement to restrict the post on the grounds of religion or belief.**
- 2. In the event that no Equality Impact Assessment was completed, can you please state that this is the case.**

Our response:

This post was intended to be a generic role not restricted by faith, unfortunately the incorrect copy was distributed in error for which we apologise. Therefore, we are withdrawing the advertisement from TRAC at this time and will make the necessary correction prior to re-advertising.