

FOI REF: 24/086

23rd February 2024

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FREEDOM OF INFORMATION ACT

I am responding to your request for information under the Freedom of Information Act. The answers to your specific questions are as follows:

- 1) The number of allegations of workplace racism reported by present and former staff. Please provide the figures for the following calendar years: 2023, 2022, 2021 and 2020 – e.g. in 2020, 20 allegations of workplace racism were made by past and present staff.**

	01/01/2020-31/12/2023 (collated figures over 4 years due to data protection)
Number of Allegations of racism	12
Number resulting in Disciplinary action	3
Compensation payments in relation to racism	0

I can confirm that we hold this information, but it is exempt under section 40(2) of the Freedom of Information Act 2000 – Personal Information of third parties. This is because this information may allow the identification of individual staff members due to the small number and disclosure would breach the principles of the Data Protection Act.

This is an absolute exemption and there is, therefore, no requirement to consider the public interest.

- 2) The number of allegations of workplace racism reported by present and former staff which resulted in disciplinary action. Please provide the figures for the following calendar years: 2023, 2022, 2021 and 2020 – e.g. in 2020, 20 allegations of workplace racism were made by past and present staff, 11 complaints resulted in disciplinary actions.**

Please see table above.

- 3) In instances when compensation payments were made to former and present staff following allegations of racism/ racial discrimination, please provide the figures for the following calendar years: 2023, 2022, 2021 and 2020 – e.g. in 2020, 20 allegations of workplace racism were made by past and present staff, 11 complaints resulted in disciplinary action and in four instances the complaint was escalated to an employment tribunal, two compensation payments were paid amounting to £12,000.**

Please refer to question 1.

If I can be of any further assistance, please do not hesitate to contact me.

Should you be dissatisfied with the Trust's response to your request, you have the right to request an internal review. Please write to the Freedom of Information Department (esh-tr.foi@nhs.net), quoting the above reference, within 40 working days. The Trust is not obliged to accept an internal review after this date.

Should you still be dissatisfied with your FOI request, you have the right of complaint to the Information Commissioner at the following address:

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

Telephone: 0303 123 1113

Yours sincerely

Freedom of Information Department
esh-tr.foi@nhs.net