

FOI 035_2024 Response

Please note: By workplace racism – I mean allegations made by past or present staff relating to other staff members – rather than racism incidents involving members of the public against NHS staff

Please note: if for data protection reasons you are unable to provide the figures broken down by year, please collate the figures over the four year period. I.e. between April 2019 and April 2023, the trust recorded in total 10 instances of racially motivated workplace harassment. Within that period, 5 complaints resulted in disciplinary action and 0 compensation payments were paid out.

Clarification: Requester is seeking data for workplace racism relating to allegations made by past and present staff about the conduct of past and present staff.

- 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**

Please see table below which answers question 1 and 2.

	2020	2021	2022	2023
Open Cases	0	0	0	2
Closed Cases	0	0	2	0
Open Cases (Resulting in Disciplinary)	0	0	0	0
Closed Cases (Resulting in Disciplinary)	0	0	0	0

- 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**

Please refer to the table provided in question.

- 3. The number of workplace racial discrimination claims which resulted in compensation payments issued to present and former staff. Please provide the figures for the following calendar years: 2023, 2022, 2021 and 2020**

NIL (0)

- 4. The amount paid out in compensation payments to former and present staff following allegations of bullying and harassment. Please provide the figures for the following calendar years: 2023, 2022, 2021 and 2020**

NIL (0)