

Ref: FOI/GS/ID 6144

Please reply to:
FOI Administrator
Trust Management
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Maidstone, Kent
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www.mtw.nhs.uk

13 December 2020

Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to BAME staff.

You asked:

Background Information:

How many clinical staff do you employ and how many are BAME? (inc locum/bank/agency)?

Questions:

- 1. How many BAME staff and how many non BAME staff have been working in 'Covid wards':
 - *In March/In April/In May so far.**
- 2. How many redeployment requests were received from BAME and non BAME staff (inc locums/bank/agency)? And how many have been redeployed as a result?
 - *In March/In April/In May so far.**
- 3. Since the NHS England guidance on Risk Assessments was issued during the Covid crisis, how many Risk Assessments have you carried out of your BAME staff?*
- 4. How many BAME staff (inc locums/bank/agency) have been successfully redeployed since this Risk Assessments guidance was issued, as a direct result of it?*
- 5. How many complaints or reports of discrimination by BAME and non BAME staff (inc locum/bank/agency) have been made regarding deployment since Covid hit ie start of March?*

Trust response:

This information can be found in our Annual Report and Accounts which is on the Trust website www.mtw.nhs.uk or can be found using the following link:

<https://www.mtw.nhs.uk/wp-content/uploads/2020/09/Annual-Report-and-Accounts-2019-20-combined-version-24.06.20.pdf>

1: There are a number of caveats for this response, for example, not all staff have given us their ethnic origin and missing detail for agency staff

	March	April	May
BAME	Data not available	170	109
Non-BAME	Data not available	291	152

2. The Trust would need to check the shift requests for all staff over this time period. The Trust has estimated that it will cost more than the appropriate limit to consider this part of your request. The appropriate limit is specified in regulations and represents the estimated cost of one person spending 3½ working days in determining whether the Trust holds the information, locating, retrieving and extracting the information. Under Section 12 of the Freedom of Information Act 2000 the Trust is not obliged to comply with this part of your request and we will not be processing this part of your request further.

3:

Risk assessments completed on BAME staff (and still employed by the Trust):
1,337

4. The Trust would need to check shift requests for all BAME staff over this time period although this would not show if this was as a direct result of the risk assessment. The Trust has estimated that it will cost more than the appropriate limit to consider this part of your request. The appropriate limit is specified in regulations and represents the estimated cost of one person spending 3½ working days in determining whether the Trust holds the information, locating, retrieving and extracting the information. Under Section 12 of the Freedom of Information Act 2000 the Trust is not obliged to comply with this part of your request and we will not be processing this part of your request further.

5. One. It was an operational issue of finding alternate work during a period when some NHS services were paused.