

Ref: FOI/GS/ID 8952

**Please reply to:**  
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28 March 2024

## **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 disability discrimination.

*You asked: All questions are shown as received by the Trust.*

- 1. How many complaints has MTW received from staff regarding disability discrimination between 01/01/2022 and now?*
- 2. What specific compulsory training is required by MTW Managers (new or in-post) regarding diversity and equality, and if this has changed since 01/01/2022, how has this changed?*
- 3. How many complaints from staff have been received around bullying in the workplace, listed by subject of complaint, between 01/01/2022 and now?*
- 4. How many of these complaints have been upheld, by subject of complaint?*
- 5. How many staff members who declare a disability have been asked to prove their disability since 01/01.2022?*
- 6. How many matters with MTW have gone before the Employment Tribunal since 01/01/2022?*
- 7. How many of these matters were represented by the Employment Partner or employment solicitors, sorted by date and by level of Counsel?*
- 8. What was the total cost of these cases?*

Trust response:

1. Complaints re: disability discrimination since 01/01/2022 – 6
2. All staff, including managers at Maidstone and Tunbridge Wells NHS Trust are required to undertake Equality, Diversity and Inclusion training which is delivered via e-learning as part of the statutory and mandatory training programme. This has been the case since prior to 1st January 2022.

Refresher training will be required for all staff if and when there is a change in Equality, Diversity and Human Rights Legislation nationally.

On 14th August 2023, the Oliver McGowan Training on Learning Disability and Autism was introduced at Maidstone and Tunbridge Wells NHS Trust as an additional mandatory training course for all staff, including managers. This training is the standardised training that was developed for this purpose and is the government's preferred and recommended training for health and social care staff.

In addition to the mandatory training detailed above, there are a number of other optional courses available which can be undertaken by any member of staff at any time.

3. Please see the table below

Year	Complaints
2024	1 – both bullying and harassment
2023	7 – 5 bullying / 2 harassment
2022	3 – all bullying

4. One.

5. We do not record who has been asked to prove they have a disability unless it is when proof of disability is a matter of legal process.

6. Five. All Employment Tribunal outcomes are available in the public domain and can be found on the Gov.uk website using the following link:

<https://www.gov.uk/employment-tribunal-decisions>

7. All of them, Solicitor and Barrister

8. £231,133.59