

Ref: FOI/GS/ID 8815

Please reply to:
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27 February 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 workplace racism.

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

"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

- i.e in 2020, 20 allegations of workplace racism were made by past and present staff

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

- i.e in 2020, 20 allegations of workplace racism were made by past and present staff, 11 complaints resulted in disciplinary actions

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

- i.e in 2020, 20 allegations of workplace racism were made by past and present staff, 11 complaints resulted in disciplinary actions and in four instances the complaint was escalated to an employment tribunal, two compensation payments were paid amounting to £12,000

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 "

Trust response:

1.

- a. 2020 – 1 case
- b. 2021 – 1 case
- c. 2022 – 2 cases
- d. 2023 – 5 cases

2.

- a. 2020 – 0 cases resulted in disciplinary action
- b. 2021 – 1 case resulted in disciplinary action
- c. 2022 – 1 case resulted in disciplinary action
- d. 2023 – 0 cases resulted in disciplinary action

3. Zero cases in all requested years.