

## FOI\_1533\_2023-24 – FOI Request concerning Workplace conduct

May you please supply me with the following information:

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

Please see table below.

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, 2 complaints resulted in disciplinary actions – 1 remains pending an outcome.

| 2020 | Disciplinary action | 2021 | Disciplinary action | 2022 | Disciplinary action | 2023 | Disciplinary action   |
|------|---------------------|------|---------------------|------|---------------------|------|-----------------------|
|      |                     | 1    | Dismissal           |      |                     | 1    | Final Written Warning |
|      |                     |      |                     |      |                     | 2    | Not yet concluded     |

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 action and in four instances the complaint was escalated to an employment tribunal, two compensation payments were paid amounting to £12,000

N/A

***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 1st January 2020 and 31st December 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.***