

Reference Number: FOI202324/478
From: Private Individual
Date: 22 January 2024
Subject: Workplace Racism

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.

Q1 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

A1 2020 – Zero
2021 – Zero
2022 – Zero
2023 - 1

Q2 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

A2 2020 – Zero
2021 – Zero
2022 – Zero
2023 - 1

Q3 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

A3 No payments made