

Date: 18/11/2016

FREEDOM OF INFORMATION REQUEST FOI/013107 – Discrimination

1. In the last three financial years, how many NHS employees at your trust have put forward a legal claim for discrimination under the Equalities Act 2010? This also includes sexual harassment. Please break down by financial year for 2013-14, 2014-15, and 2015-16. This includes claims which have later been dropped.

2013-2014	6
2014- 2015	3
2015-2016	2

2. For each claim made, please state:

- The nature of the discrimination (e.g. sexual harassment, sex discrimination, disability discrimination, transgender discrimination etc.)

2013-2014 – 5 disability discrimination

1 Race Discrimination

2014- 2015 1 disability discrimination

1 Race Discrimination

1 Sex Discrimination

2015-2016 1 Sex Discrimination

1 disability discrimination

- Whether or not the claim went to tribunal (if applicable, for instance cases of unfair dismissal)

2013-2014 – 5 disability discrimination 4 went to tribunal

1 Race Discrimination 0

2014- 2015 1 disability discrimination 0

1 Race Discrimination 0

1 Sex Discrimination 0

2015-2016 1 Sex Discrimination 1

1 disability discrimination 0

- The outcome (if applicable/decided) and the amount of compensation paid (if applicable)

2013-2014 – 3 Cases successfully defended – 1 case compensation

2014- 2015 – 0

2015-2016 – 1 case compensation paid

3. In the last three financial years (2013-14, 2014-15, and 2015-16), how much money as totals has been paid out following discrimination claims made by staff at your trust? This information is separate to the above information detailed in 1. and 2., as it may refer to claims from previous years. Please provide this information broken down by

the financial years above. I would be grateful if for each year, you could also list the amounts paid in legal fees, broken down by legal firm.

To be clear: All questions above relate to NHS staff only, not the general public. This includes administrative staff, as well as medical staff.

13/14

Legal Fees £44,834.62 Mills & Reeve

14/15

Legal Fees £80,135.05 Mills & Reeve

15/16

Legal Fees £108,322.59 Mills & Reeve

Unable to disclose amount of compensation paid due to legal agreement