

Date: 02/03/2018

FREEDOM OF INFORMATION REQUEST FOI/013936 – Disciplinary cases

I am writing you to request the following statistical information in relation to a discrimination complaint.

1. Number of disciplinary cases held in last ten years... - Data not held going back to 10 years. Data held for 2016 = 126 disciplinary cases, for 2017 = 44 disciplinary case.
2. Gender of the disciplinary panel in each hearing – This data is not held on the system used.
3. Gender of the staff facing each disciplinary action – This data is not held.
4. Race/ ethnicity of staff facing disciplinary action – Due to low numbers in some categories the Trust has provided a total figure for the years.
Data for 2016 = 126
Data for 2017 = 44
5. Length of each disciplinary hearing meeting – This data is not held.
6. Length of each investigations – this data is not held.
7. Outcome of each disciplinary hearing or appeal hearing – This data is held on individuals personal files and is not disclosable.
8. Number of black and minority staff who have left the trust in the past ten years and reasons for leaving –
Dismissal – 19
End of fixed contract – 677
Retirement age – 62
Voluntary resignation – 598
Other, including death, transfer, mutually agreed resignation, pregnancy, redundancy (compulsory and voluntary) ill health and voluntary early retirement - 17
9. Number of black and minority staff promoted to band 6 or 7 in the past ten years – Data held on individuals personal files and is not disclosable.
10. Gender and race of band 7 and band 8 as at December 2014. Please provide total number in each group and their department –

White – including White British, Irish, any other white background, unspecified, English, Scottish, Welsh, Polish mixed = Female 338, Male 64
Asian – including Asian British, Indian, Pakistani, East African = Female 18, Male 10
Black – including Black British, Caribbean, African, unspecified, due to low numbers figures not split between male and female total of both is given = 8
Other – including mixed White & Black Caribbean, Chinese, any other ethnic group and not stated, due to low numbers figures not split between male and female a total of both is given = 32