

Trust Headquarters
 Russell's Hall Hospital
 Dudley
 West Midlands
 DY1 2HQ

Ref: FOI-012024-000564

Date: 15th February 2024

Address / Email:

Dear

Request Under Freedom of Information Act 2000

Thank you for requesting information under the Freedom of Information Act 2000.

Request

May you please supply me with the following information...

- 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

- 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

- The number of workplace racial discrimination claims which resulted in compensation payments issued to present and former staff. Please provide the figures for the following calendar years: 2023, 2022, 2021 and 2020

- The amount paid out in compensation payments to former and present staff following allegations of bullying and harassment. Please provide the figures for the following calendar years: 2023, 2022, 2021 and 2020

Response

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	
2020	6
2021	There were 5 cases of workplace racism between January 2021 and December 2023
2022	
2023	
As per NHS Digital rules the Trust does not publish numbers lower than 5 as this could lead to the identification of the persons involved and cause distress	

	<p>to Families or Friends. The number of claims over the years requested is less than 5 so Exemption Section 40(2) of the Freedom of Information Act is applied.</p> <p>s40 Personal information_(section_40_and_regulation_13)_version2.3 (ico.org.uk)</p>
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<p>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</p>	
2020	<p>Between January 2020 and December 2023</p> <p>6 cases of workplace racism resulted in disciplinary outcomes.</p>
2021	
2022	
2023	

<p>3. The number of workplace racial discrimination claims which resulted in compensation payments issued to present and former staff. Please provide the figures for the following calendar years: 2023, 2022, 2021 and 2020</p>	
2020	<p>The figure is less than 5 for each calendar year individually. The figure is also less than 5 collectively for all years combined.</p> <p>As per NHS Digital rules the Trust does not publish numbers lower than 5 as this could lead to the identification of the persons involved and cause distress to Families or Friends. The number of claims over the years requested is less than 5 so Exemption Section 40(2) of the Freedom of Information Act is applied.</p> <p>s40 Personal information_(section_40_and_regulation_13)_version2.3 (ico.org.uk)</p>
2021	
2022	
2023	

<p>4. The amount paid out in compensation payments to former and present staff following allegations of bullying and harassment. Please provide the figures for the following calendar years: 2023, 2022, 2021 and 2020</p>	
2020	£13,000
2021	£12,000
2022	£10,000
2023	£0

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager
 Trust Headquarters
 Russell's Hall Hospital
 Dudley
 West Midlands
 DY1 2HQ
 Email: dgft.dpo@nhs.net

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 0303 123 1113
www.ico.org.uk

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

Freedom of Information Team
The Dudley Group NHS Foundation Trust