

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

Ref: FOI-052025-0001578

Date: 21.5.25

Address / Email:

Dear

Request Under Freedom of Information Act 2000

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

Request for Information

1. Please provide the number of persons who work or have worked at your NHS Trust who have been the subject to complaints on the basis of allegations of (1) antisemitism (2) islamophobia (3) racism against Palestinians and/or Arabs since 7 October 2023.
2. For each of the above persons who works or has worked at your Trust, please confirm:
 - (i) whether the complaint(s) is/are based on allegations of antisemitism or islamophobia and/or racism towards Palestinians and/or Arabs;
 - (ii) the name of any organisation that submitted the complaint;
 - (iii) whether the complaint arises from the person's actions at work and/or outside work;
 - (iv) whether the complaint is being or has been dealt with under informal or formal disciplinary procedures;
 - (v) the content of the complaint (deleting any personally identifiable information)
 - (vi) the outcome of any disciplinary hearing;
 - (vii) any sanction which has been applied against the person.

Questions 1 and 2 - Not known. There are no sub category headings to enable us to run reports for the level of information requested.

3. Please provide the definitions used by your NHS Trust for (i) antisemitism, (ii) islamophobia, (iii) racism towards Palestinians and/or Arabs.

The Trust does not have documented organisational definitions but would revert to those guided by NHSE:

The NHS in England has adopted the working definition of antisemitism produced by the International Holocaust Remembrance Alliance (IHRA). This definition states: "Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."

The NHS in England does not currently have a single, universally adopted definition of Islamophobia,

However, several resources and reports related to the use of the The All-Party Parliamentary Group (APPG) on British Muslims' definition: This is a widely used definition within discussions of Islamophobia in the UK, including in the context of the NHS. It defines Islamophobia as being "rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness." This definition emphasizes that Islamophobia is a form of racism that targets Muslims due to their actual or perceived religious and cultural identity.

The NHS in England does not currently have a single, universally adopted definition specifically for racism towards Palestinians and/or Arabs. However, the NHS is committed to tackling all forms of racism, and its principles and guidelines on race discrimination would apply to anti-Palestinian and anti-Arab racism. The NHS is actively working to embed anti-racism within its structures and practices, aiming to eliminate discrimination and promote equality for all staff and patients. This includes addressing conscious and unconscious biases and challenging systemic inequalities.

In conclusion, while there isn't a specific NHS definition solely for racism towards Palestinians and/or Arabs, the NHS's framework on race discrimination, as outlined by the Equality Act 2010, encompasses prejudice and discrimination based on national and ethnic origins, which would include Palestinians and Arabs. The NHS is also aware of and working to address Islamophobia, which can intersect with racism against these groups.

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