

Trust Headquarters  
Russells Hall Hospital  
Dudley  
West Midlands  
DY1 2HQ

**Ref:** FOI-072025-0001776

**Date:** 28.8.25

**Address / Email:**

Dear

**Request Under Freedom of Information Act 2000**

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

**Request 1**

I am writing to make a formal request under the Freedom of Information Act 2000.

I am seeking information regarding [REDACTED], who was employed by the Dudley Group NHS Foundation Trust, specifically at Russell's Hall Hospital.

Please provide the following information:

1. The official job title(s) held by [REDACTED] during his employment at the Dudley Group NHS Foundation Trust.
2. The dates of his employment, specifically his tenure as [REDACTED], [REDACTED], or any role in which he had responsibility for handling staff grievance claims.
3. A copy of the Trust's grievance handling policy or procedures that were in place during the period in which [REDACTED] handled staff grievances, specifically between 2010 and 2014.
4. Confirmation of whether [REDACTED] is still employed by the Dudley Group NHS Foundation Trust. If not, please confirm the date of his departure.

This information is requested to clarify the management and governance structures in place during a period relevant to ongoing concerns regarding grievance procedures and workplace racism at the Trust.

**Response 1**

**Questions 1, 2, 3 and 4** – The information requested above would be found by searching through personnel records. The Trust considers the information is exempt from disclosure under section 40(2) of the FOI Act on the grounds that that disclosure would amount to a breach of the first data protection principle (personal data should be processed fairly and lawfully) as the individuals concerned would have a reasonable expectation that their information would not be disclosed into the public domain.

However to assist with your request we have found the attached policy which may be of use to you.

**Request 2**

I am seeking confirmation of the employment details of a nurse named [REDACTED], who was believed to be working at Russell's Hall Hospital under the Dudley Group NHS Foundation Trust in or around 2009.

Please provide the following information:

1. Confirmation of whether an individual named [REDACTED] was employed by the Dudley Group NHS Foundation Trust in 2009.
2. If confirmed, please specify:
  - His official job title and role during that time.
  - The dates of his employment with the Trust.
  - The department or ward where he was based in 2009.
3. If [REDACTED] is no longer employed by the Trust, please confirm the date of his departure from NHS employment within your organisation.

This request is made to clarify historical employment records relevant to grievance proceedings and events that took place during my time of employment at Russell's Hall Hospital.

## Response 2

Questions 1, 2 and 3 - The information requested above would be found by searching through personnel records. The Trust considers the information is exempt from disclosure under section 40(2) of the FOI Act on the grounds that that disclosure would amount to a breach of the first data protection principle (personal data should be processed fairly and lawfully) as the individuals concerned would have a reasonable expectation that their information would not be disclosed into the public domain.

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](mailto: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](http://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**