

## Title

### Workplace staff Conduct/Racism

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Reference Number: RDF2248-24

Date of Response: 06/02/23

Further to your Freedom of Information Act request, please find the Trust's response(s) below:

Please be aware that the Royal Devon University Healthcare NHS Foundation Trust (Royal Devon) has existed since 1<sup>st</sup> April 2022 following the integration of the Northern Devon Healthcare NHS Trust (known as Northern Services) and the Royal Devon and Exeter NHS Foundation Trust (known as Eastern Services).

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

*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*

***Please note: if for data protection reasons you are unable to provide the figures broken down by year, please collate the figures over the four-year period. - I.e., between 1st January 2020 and 31st December 2023, the trust recorded in total 10 instances of racially motivated workplace harassment. Within that period, 5 complaints resulted in disciplinary action and 0 compensation payments were paid out.***

Trust response: - between 1st January 2020 and 31st December 2023, the trust recorded in total 10 instances of racially motivated workplace harassment.

*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*

Trust response: Within the time period specified in question 1, \*<5 complaints resulted in disciplinary action.

*3) In instances when compensation payments were made to former and present staff following allegations of racism/ racial discrimination. Please provide the figures for the following calendar years: 2023, 2022, 2021 and 2020*

Trust response: 0 compensation payments made following allegations of workplace racism in the years 2020 to 2023.

\*<5 – question 2 - 40(2) FOI Exemption:

Please note\* - where activity is 5 or less than 5, the Trust is unable to provide the exact information. We consider the data exempt on the following grounds:

The Trust considers that disclosure of the information risks identifying individuals. The reason for this is that the number of staff for which this applies is extremely low. This and the fact that the data requested relates to the RDUH Health NHS Trust only and therefore relates to staff in a specific location (rather than covering a larger geographical area), increases the risk of identification or self-identification.

The Trust's view is that s.40(2) is applicable because disclosure of information which could lead to an individual being identified would be a breach of their rights under the Data Protection Act Protection Principles set out in Schedule 1 of the GDPR, namely Principle 1.