

Information Governance

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21 February 2024

Our reference: FOI DA5178

I am responding to your request for information received 29 January 2024. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,

Information Rights Coordinator

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision.

If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Tel: 0303 123 1113
Web: www.ico.org.uk

Please note that the data supplied is not allowed to be re-used and/or published without the explicit consent of East London NHS Foundation Trust. Please contact the signatory to request permission if this is your intention



We promise to work together creatively to: learn
'what matters' to everyone, achieve a better quality
of life and continuously improve our services.
We care . We respect . We are inclusive

Interim Chief Executive Officer: Lorraine Sunduza
Chair: Eileen Taylor

Request: Please note: By workplace racism – I mean allegations made by past or present staff relating to other staff members – rather than racism incidents involving members of the public against NHS staff

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.

Question 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.
- i.e in 2020, 20 allegations of workplace racism were made by past and present staff

Answer: Please see table below:

Calendar Year	Number of allegations of workplace racism reported by present and former staff
2020	<5
2021	<5
2022	5
2023	<5

*Please note: The information you have requested relates to less than five individuals and therefore has the potential for those individuals to be identified. Therefore, we cannot provide this information which could contravene the Data Protection Act 2018 / UK GDPR.

Question 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.
- i.e in 2020, 20 allegations of workplace racism were made by past and present staff, 11 complaints resulted in disciplinary actions

Answer: Please see table below:

Calendar Year	Number of allegations of workplace racism by former and present staff, resulting in disciplinary action
2020	<5
2021	<5
2022	5
2023	<5

*Please note: The information you have requested relates to less than five individuals and therefore has the potential for those individuals to be identified. Therefore, we cannot provide this information which could contravene the Data Protection Act 2018 / UK GDPR.

Question 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
- i.e in 2020, 20 allegations of workplace racism were made by past and present staff, 11 complaints resulted in disciplinary action and in four



instances the complaint was escalated to an employment tribunal (ET), two compensation payments were paid amounting to £12,000

Answer: Please see table below:

Calendar Year	Number of allegations of workplace racism by former and present staff, resulting in	Compensation payment	Employment Tribunal
2020	<5	1	0
2021	<5	1	0
2022	5	0	1
2023	<5	0	0

*Please note: The information you have requested relates to less than five individuals and therefore has the potential for those individuals to be identified. Therefore, we cannot provide this information which could contravene the Data Protection Act 2018 / UK GDPR.



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