FOI 2817

Date 24/01/2024

Dear Requester,

Thank you for your Freedom of Information request. Please note, this is a cross-site response for Bedford site and Luton site.

You asked:

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 April 2019 and April 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.

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| --- | --- | --- | --- |
|  |  | 2020-2023 |  |
|  |  |  |  |
| The number of allegations of workplace racism reported by present and former staff.  |  | 15 |  |
|  |  |  |  |
| The number of allegations of workplace racism reported by present and former staff which resulted in disciplinary action.  |  | 1-5 |  |
|  |  |  |  |
| The number of workplace racial discrimination claims which resulted in compensation payments issued to present and former staff.  |  | 0 |  |
|  |  |  |  |
| The amount paid out in compensation payments to former and present staff following allegations of bullying and harassment  |  | 0 |  |

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 Please note that the Trust has a formal internal review and complaints process which is managed by the Information Governance Manager/Data Protection Officer. Should you have any concerns with our response, you can make a formal request for an internal review. Requests for internal review should be submitted within three months of the date of receipt of the response to your original letter, and should be addressed to: dataprotectionofficer@ldh.nhs.uk. This option is available to you for up to three calendar months from the date your response was issued.

If you are not satisfied with the Trust review under the Freedom of Information Act 2000 you may apply directly to the Information Commissioners Officer (ICO) for a review of your appeal decision. The ICO can be contacted at: ICO, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF www.ico.org.uk

 Yours sincerely,

 *FOI Officer*

 Bedfordshire Hospitals NHS Foundation Trust