FOI 3050

Date 03/05/2024

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:

1. How many complaints of each of the following types of discrimination were reported to your organisation in 2021, 2022 and 2023:
2. **Disability discrimination**

**2021 -** Luton – 2, Bedford – 0

**2022 -** Luton – 2, Bedford – 1

**2023 -** Luton – 0, Bedford – 0

1. **Race or ethnicity discrimination**

**2021 -** Luton – 2, Bedford – 0

**2022 -** Luton – 3, Bedford – 0

**2023 -** Luton – 0, Bedford – 0

1. **Sexual orientation discrimination**

**2021 -** Luton – 1, Bedford – 0

**2022 -** Luton – 0, Bedford – 0

**2023 -** Luton – 0, Bedford – 1

1. How many complaints were reported to your organisation about discrimination related to a person’s HIV status in:

We do not have a sub-subject to search for complaints relating to HIV. I searched the summary description of all complaints logged under a discrimination category and could not find any that mention HIV.

1. If HIV-related discrimination complaints were reported to your organisation, how many of the following incidents were reported?

We do not have a sub-subject to search for complaints relating to HIV. I searched the summary description of all complaints logged under a discrimination category and could not find any that mention HIV

1. If HIV-related discrimination complaints were reported to your organisation, were they reported by?

We do not have a sub-subject to search for complaints relating to HIV. I searched the summary description of all complaints logged under a discrimination category and could not find any that mention HIV) – we only log complaints relating to patients and not employees.

1. If HIV-related discrimination complaints were reported to your organisation, how many complaints were upheld?

As above

1. Does your organisation have a policy to deal with incidents of HIV discrimination reported to them at a strategic level? If so, could you explain what the policy is or attach a copy of said policy?

There is no specific policy relating to HIV discrimination; however, the Trust has an equality/diversity policy that explains the handling of complaints of discrimination in general.

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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