

Freedom of Information Act Request

I am writing to request information under the Freedom of Information Act 2000.

Under the Freedom of Information Act, I would like to request the following information which relates to nursing staff experiences of racial discrimination and racial abuse. Please include all nursing staff (all Agenda for Change Bands 2-9).

1. The number of racial discrimination or racial abuse incidents reported by nursing staff in your NHS Trust broken down by each full calendar year 2022, 2023, 2024 and 2025, from:
 - a) patients,
 - b) patient's relatives
 - c) the public,
 - d) in total (from patients, relatives and the public)

	2022	2023	2024	2025
Patient Abusing Staff	#	#	#	#
Public Abusing Staff	0	0	0	0
Total	#	#	#	#

Where the number of incidents is fewer than five, figures have been replaced with “#”. This is in accordance with Section 40(2) of the Freedom of Information Act 2000, which relates to the protection of personal data.

Although the data does not identify individuals directly, small numbers increase the risk of indirect identification, particularly when combined with other information that may be in the public domain. The Trust has therefore applied this approach to ensure that no individual member of staff or patient can be identified.

2. The number of racial discrimination or racial abuse incidents reported by nursing staff from patients, relatives or members of the public in your NHS Trust broken down by each full calendar year 2022, 2023, 2024 and 2025, by ethnic group of member of nursing staff. Please categorise by the main ethnic groups used by the NHS Staff Survey - White, Mixed/Multiple ethnic background, Asian/Asian British, Black/African/Caribbean/Black British, and Other ethnic group.

Our Ref:195

March 2026

The Trust does not hold this information in a reportable format.

While incidents of racial discrimination or abuse are recorded via the Trust's incident reporting system (Datix), the ethnic group of the member of nursing staff involved is not recorded as a structured data field within the system. As such, it is not possible to produce a breakdown by ethnic group.

To provide this information would require a manual review of individual incident records, and even then, the information may not be consistently recorded or available. Therefore, the Trust is unable to provide the requested breakdown.

If you are not satisfied with the handling of your request, you have the right to request an internal review. Requests for an internal review should be submitted within 40 working days from the date of this response, and should be addressed to d.wraith@nhs.net.

If you remain dissatisfied after the internal review, you have the right to appeal to the Information Commissioner's Office (ICO). The ICO can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 0303 123 1113
Website: <https://ico.org.uk/make-a-complaint/>