

Freedom of Information Request – 4353

Dear James Paget University Hospitals NHS Foundation Trust

Would you be able to provide me with the following information:

1. **How many complaints of discrimination have been made by staff members within your trust since the year 2000.**
One
2. **The dates on which these were made**
(see below – point 4)
3. **The nature of these complaints (i.e. type of discrimination - sexual, racial etc)**
(see below – point 4)
4. **The outcome of these complaints.**
In relation to point 2, 3 and 4 – we can confirm that the Trust holds this information. This information is exempt s.40(2) of the Freedom of Information Act. As a result of there having been only one complaint of discrimination it is considered that providing the information requested would not be fair to the individual concerned. There is the potential of the individual being identified and this would have a disproportionate adverse effect on the legitimate interests of the individual concerned. This is an absolute exemption and there is no requirement to consider the public interest.
5. **Total number of tribunal cases, based upon discrimination, brought against your trust since the year 2000.**
None
6. **Details of such cases; including the grounds of the case (nature of discrimination), case files (where possible - i.e. if claimant consents or is now deceased and no longer falls under the Data Protection Act).**
N/A
7. **The outcome of each case.**
N/A
8. **How many of your current workforce are from black or minority ethnic backgrounds.**
361 (11.17%)
9. **How many of your current workforce identify as having a disability.**
81 (2.5%)
10. **How many of your current workforce identify as LGBT.**
57 (1.76%)
11. **How many of your current workforce are female.**
2549 (78.9%)