

Ref. No: 021140421
From: Public
Date: 14/04/21
Subject: Medical and dental employees

REQUEST

1. Total number of employees (headcount) employed at the Trust.

6633

2. Total number of **medical and dental** employees (headcount) at the Trust.

540

2a. Total number of **medical and dental** employees (headcount) at the Trust who are:

	Number (People)
White	290
BAME	239
Did not specify	11

2b. How many **medical and dental** employees (headcount) have been taken through a disciplinary process during April 2018 – March 2019 AND April 2019 – March 2020:

Date	Informal process / investigation	Formal process / investigation	Disciplinary hearings	Disciplinary sanction given
April 2018 – March 2019	3	6	* <5	* <5
April 2019 – March 2020	5	3	0	0

2c. Of those at Q2b above, how many in each column/row were from a BAME background?

Date	Informal process / investigation	Formal process / investigation	Disciplinary hearings	Disciplinary sanction given
April 2018 – March 2019	1	4	* <5	* <5
April 2019 – March 2020	4	* <5		

3. Of those who attended a disciplinary hearing, how many appealed the decision made?

None

3a. Of those who appealed, how many employees were from a BAME background?

None

3b. Of those who appealed, how many employees won their appeal?

N/A

3c. Of those who won their appeal, how many employees were from a BAME background?

N/A

4. Who (job title/grade/dept/etc.) decides how a concern about a medical and dental employee is addressed or progressed at the Trust?

The Trust utilises a Trust Disciplinary Policy and Maintaining High Professional Standards Policy.

4a. Of those involved with the decision making (Q4 above), can you please tell me how many of those involved are from a BAME background (if possible)?

As above this is dependant on the individual involved and their grade.

5. Can I please have a copy of your disciplinary policy and any other relevant policy/guideline/procedures relating to disciplinary matters.

Please see attached.

* **Please note:** We are unable to provide precise figures when those figures refer to individuals in volumes of 5 or less due to the risk that individuals will be re-identified, as we are required to protect their identity under the General Data Protection Regulations & Data Protection Act 2018. In such circumstances sections 40(2) and (3) of the Freedom of Information Act apply. In this case, our view is that disclosure would breach the first data protection principle. This states that personal data should be processed “lawfully, fairly and in a transparent manner”. It is the lawful aspect of this principle which, in our view, would be breached by disclosure. In such circumstances section 40 confers an absolute exemption on disclosure.