

**Information Governance Department**

WrightingtonHospital  
Hall Lane  
Appley Bridge  
Lancashire  
WN6 9EP

Tel: 01257 256335  
Email: [foi@wwl.nhs.uk](mailto:foi@wwl.nhs.uk)  
Web: [www.wwl.nhs.uk](http://www.wwl.nhs.uk)

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Date Received: 17<sup>th</sup> March 2015  
Response Due: 16<sup>th</sup> April 2015

16<sup>th</sup> April 2015

Dear

## **INFORMATION REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000**

We are now pleased to respond to your request for information under the Freedom of Information Act.

You asked:

*I am interested in broadly grouped data for "Black", "Asian" and "White" based on broad groupings of the categories used in the Electronic Staff Records (ESR). An example of how this can be done can be seen in this table from the HSCIC - <http://www.hscic.gov.uk/catalogue/PUB13951/nhs-work-stat-oct-2013-equal-div.xls>*

*Please include figures for "Total Headcount" of staff and any other ethnic groups under "Other" for completeness.*

Please see attached.

*Please can you provide the following data for the period 2010-2015 (or as far back as possible in the range) by these broad ethnic groups:*

*Data on the disciplinary process:*

- Number and percentage of disciplinaries*
- What are the main reasons for disciplinaries*
- Outcomes of disciplinaries*
- Number and percentages of dismissals*

Chairman: Robert Armstrong  
Chief Executive: Andrew Foster CBE

Ethnic Origin	Trust Workforce Profile	Grievance	Dignity at Work	Disciplinary Cases	Employment Tribunals
White	91.46%	83.30%	80.00%	85.50%	33.00%
Mixed	0.45%	0.00%	0.00%	0.00%	0.00%
Asian Background	4.77%	16.70%	20.00%	12.50%	67.00%
Black Background	0.68%	0.00%	0.00%	0.00%	0.00%
Chinese	0.32%	0.00%	0.00%	0.00%	0.00%
Any other ethnic group	0.45%	0.00%	0.00%	0.00%	0.00%
Not stated	1.88%	0.00%	0.00%	2.00%	0.00%

We do not collate the information in the specification required and to go back and have to produce this data in the required format would take in excess of 18 hours therefore it is not provided.

*Data on staff accessing non mandatory training and Continuous Professional Development (CPD):*

- Percentages and numbers days training received
- Broken down by categories of training received (if possible)

Please see attached

*Your Trust's staff survey data on bullying, harassment, career progression and overall discrimination*

Refusal Notice; The information that you have requested is exempt under Section 21 of the Freedom of Information Act because this information is easily accessible by other means. Please use the link below to access the staff survey.

[http://www.nhsstaffsurveys.com/Caches/Files/NHS\\_staff\\_survey\\_2014\\_RRF\\_full.pdf](http://www.nhsstaffsurveys.com/Caches/Files/NHS_staff_survey_2014_RRF_full.pdf)

I hope you find this information useful, however if you are not entirely satisfied with this response please do not hesitate to contact the Information Governance Department on 01257 256335. If we do not hear from you within 28 days we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,



**Rob Forster**  
Acting Chief Executive

Chairman: Robert Armstrong  
Chief Executive: Andrew Foster CBE

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If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to: Information Governance Department, Wrightington, Wigan and Leigh NHS Foundation Trust, Wrightington Hospital, Hall Lane, Appley Bridge, Wigan, WN6 9EP

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision. Generally the ICO cannot make a decision unless you have exhausted the complaints procedure at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF