



Wrightington, Wigan and Leigh Teaching Hospitals

NHS Foundation Trust

Information Governance Department

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WN1 1XX

Email: foi@wwl.nhs.uk

Web: www.wwl.nhs.uk

Ref: FOI/2024/9572

Date Received: 26th January 2024

Response Due: 23rd February 2024

Date: 23rd February 2024

Dear Sir/Madam

With reference to your request for information received on 26th January 2024, I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information you have requested. A response to each part of your request is provided below.

In your request you asked:

1) The number of allegations of workplace racism reported by present and former staff. Please provide the figures for the following calendar years: 2023, 2022, 2021 and 2020
- i.e in 2020, 20 allegations of workplace racism were made by past and present staff

2020 - no allegations made of workplace racism

2021 - Less than 5 allegation made of workplace racism

2022 - Less than 5 allegations made of workplace racism

2023 - Less than 5 allegations made of workplace racism

2) The number of allegations of workplace racism reported by present and former staff which resulted in disciplinary action. Please provide the figures for the following calendar years: 2023, 2022, 2021 and 2020

- i.e in 2020, 20 allegations of workplace racism were made by past and present staff, 11 complaints resulted in disciplinary actions

2020 - N/A

2021 - Less than 5

2022 - Less than 5

2023 - Less than 5

3) In instances when compensation payments were made to former and present staff following allegations of racism/ racial discrimination, please provide the figures for the following calendar years: 2023, 2022, 2021 and 2020

- i.e in 2020, 20 allegations of workplace racism were made by past and present staff, 11 complaints resulted in disciplinary action and in four instances the complaint was escalated to an employment tribunal, two compensation payments were paid amounting to £12,000

2020 - N/A

2021 - there was no compensation paid

2022 - there was no compensation paid

2023 - there was no compensation paid

The Trust has a policy of not releasing information when the data involved is less than 5. This is because we feel that such low numbers could make the individuals involved identifiable and therefore may cause undue harm and distress.

To disclose this information would:

- a) Contravene the Data Protection Act principles in that it would amount to unfair and possibly unlawful processing, as there was a legitimate expectation by the third parties that this information would remain confidential, and
- b) Disclosure may cause damage or distress to the individual(s) involved, and that damage or distress would be unwarranted (section 10 of the DPA).

If you are not entirely satisfied with this response, please do not hesitate to contact the Information Governance Department via the email address provided. If we do not hear from you within 40 days, we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,



Juliette Tait
Chief People Officer

PLEASE NOTE:

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, Suite 9, Buckingham Row, Brick Kiln Lane, Wigan, WN1 1XX.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision at:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire, SK9 5AF

Helpline number: 0303 123 111