

Compliance Team – Health Records

Kestrel House
Hellesdon Hospital
Drayton High Road
Norwich
Norfolk
NR6 5BE

Tel: 01603 421687
Fax: 01603 421411

FOI REQUEST NUMBER 85 2015

Request:

1. 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:
 - a. Data on staff accessing non mandatory training and Continuous Professional Development (CPD):
 - b. Percentages and numbers days training received
 - c. Broken down by categories of training received (if possible)
2. Your Trust's staff survey data on bullying, harassment, career progression and overall discrimination.
3. 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

Response:

1. The Trust does not record this information centrally. To locate and collate this information would be over the 18 hours appropriate time limit set under the Freedom of Information Act.
2. This information is already within the public domain and can be accessed via this link http://www.nhsstaffsurveys.com/Caches/Files/NHS_staff_survey_2014_RMY_full.pdf

3. Please see the data requested below. Our Database began in September 2013 but does not summarise the main reason for the disciplinary. To locate and collate data prior to September 2013 and the reasons for the disciplinary would be over the 18 hours appropriate time limit set under the Freedom of Information Act. Upon review of some of these cases below it would be difficult to put these within any set category and the Trust is not aware of a standard “industry wide” list of disciplinary reasons.

Disciplinary and Outcomes between (September 2013 and March 2015)

Ethnic Group	Number of Disciplinary es	%	No Case to Answer	Verbal Warning	1st Written Warning	Final Written Warning	Dismissal	% (Dismissal)
White British	78	64.5%	32	12	9	15	10	13%
Black or Black British African	0	0.0%	0	0	0	0	0	-
White Irish	0	0.0%	0	0	0	0	0	-
Any Other White Background	4	3.0%	2	0	1	1	0	0%
Mixed White and Black Carribean	0	0.0%	0	0	0	0	0	-
Mixed White and Black African	2	1.7%	1	0	0	1	0	0%
Mixed White and Asian	0	0.0%	0	0	0	0	0	-
Any Other Mixed Bacground	0	0.0%	0	0	0	0	0	-
Indian	0	0.0%	0	0	0	0	0	-
Pakistani	0	0.0%	0	0	0	0	0	-
Bangladeshi	0	0.0%	0	1	0	0	0	-
Asian or Asian British Indian	2	1.7%	0	0	1	0	0	0%

Any Other Asian Background	0	0.0%	0	0	0	0	0	-
Black Carribbean	0	0.0%	0	0	0	0	0	-
Black African	6	5.0%	5	0	1	0	0	0%
Any Other Black Background	0	0.0%	0	0	0	0	0	-
Chinese	2	1.7%	1	0	1	0	0	0%
Any Other Ethnic Group	1	0.8%	1	0	0	0	0	0%
Not Provided	26	21.5%	13	3	6	1	3	12%
Totals:	121	100.0%	55	16	19	18	13	11%