

Freedom of Information Request

Ref: 20-249

25 November 2020

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we hold some the information you are requesting

Background Information:

How many clinical staff do you employ and how many are BAME? (inc locum/bank/agency)?

Questions:

1.How many BAME staff and how many non BAME staff have been working in 'Covid wards':

- **In March/In April/In May so far.**

Any placement of staff in 'Covid' area is based upon risk assessments carried out between the individual and their line manager. This is agreed with the individual member of staff and is recorded at a local level.

The Trust does not therefore, hold the data in a format that would enable us to fully respond to your request to the level of detail required and a manual trawl for this information would significantly exceed the 18 hours limit set down by the FOI as the reasonable limit. Section 12 of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

2.How many redeployment requests were received from BAME and non BAME staff (inc locums/bank/agency)? And how many have been redeployed as a result?

- **In March/In April/In May so far.**

Any redeployment of staff would be based upon risk assessments and agreed with the individual member of staff and is recorded at a local level.

The Trust does not therefore, hold the data in a format that would enable us to fully respond to your request to the level of detail required and a manual trawl for this information would

significantly exceed the 18 hours limit set down by the FOI as the reasonable limit. Section 12 of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

3.Since the NHS England guidance on Risk Assessments was issued during the Covid crisis, how many Risk Assessments have you carried out of your BAME staff?

The Trust achieved 91% compliance up to the 25/11/2020.

4.How many BAME staff (inc locums/bank/agency) have been successfully redeployed since this Risk Assessments guidance was issued, as a direct result of it?

Any redeployment of staff would be based upon risk assessments and agreed with the individual member of staff and is recorded at a local level.

The Trust does not therefore, hold the data in a format that would enable us to fully respond to your request to the level of detail required and a manual trawl for this information would significantly exceed the 18 hours limit set down by the FOI as the reasonable limit. Section 12 of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

5.How many complaints or reports of discrimination by BAME and non BAME staff (inc locum/bank/agency) have been made regarding deployment since Covid hit ie start of March?

None.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Director of Corporate Governance
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust