

Freedom of Information Request

Ref: 20-386

09 December 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

1a

- i) How many doctors of the following grades - consultant, associate specialist, speciality doctor, staff grade, speciality registrar, core training, FY1, FY2, hospital practitioner/clinical assistant, other and local HCHS – do you have in total in your trust?**
- ii) How many of these doctors are BAME?**

Data Point: 31st July 2020

Source : ESR Staff List

All Substantive staff (excludes: Bank and Zero hours contracts)

Ethnicity	Total Headcount	BAME	White	Unknown
Grade				
Consultant	630	112	481	37
Associate Specialist	24	9	15	0
Specialty Doctor	93	28	60	5
Trust Grade Doctor - Specialty Registrar	160	48	94	18
Specialty Registrar	586	99	404	83
Foundation Year 1	124	17	99	8
Foundation Year 2	76	18	54	4
Clinical Assistant	1	0	1	0
Other	5	0	5	0
Grand Total	1699	331	1213	155

1b

i) How many managers and senior managers do you have in your trust?

ii) How many of these managers and senior managers are BAME?

Data Point: 31st July 2020

Source : ESR Staff List

All Substantive staff (excludes: Bank and Zero hours contracts)

Grade	Total Headcount	BAME	White	Unknown
Agenda for change Band 8A & 8B	526	28	496	2
Agenda for change Band 8C & 8D	91	2	88	1
Agenda for change Band 9	17	2	14	1
Very Senior Managers (VSM)	15	1	12	2

2ai) How many doctors in total have had a Covid-19 workplace risk assessment?

746 doctors consented to have a workplace Covid-19 risk assessment

ii) How many BAME doctors have had a Covid-19 workplace risk assessment?

225 BAME doctors consented to have a workplace Covid-19 risk assessment

b) Following a Covid-19 workplace risk assessment, how many doctors were found to be:

i) low risk

ii) moderate risk

iii) high risk

iv) very high risk

The Trust does not 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.

c) Following a Covid-19 workplace risk assessment, how many BAME doctors were found to be:

i) low risk

ii) moderate risk

iii) high risk

iv) very high risk

The Trust does not 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.

d) How many plans have been put in place as a result of risk assessments for all doctors, including:

i) redeployment to non-patient facing environments

ii) enhanced PPE

iii) vitamin D supplements?

iv) other – please specify

In total 381 plans have been put in place for all doctors.

In regard to points (d) (i-iv) The Trust does not 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.

e) How many plans have been put in place as a result of risk assessments for BAME doctors, including:

i) redeployment to non-patient facing environments

ii) enhanced PPE

iii) vitamin D supplements

iv) other - please specify.

In total 179 plans have been put in place for BAME doctors.

In regard to points (e) (i-iv) The Trust does not 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.

3a) How many doctors have been working in patient-facing roles within Covid zones during the pandemic?

The Trust does not 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.

b) How many of these doctors have been BAME?

The Trust does not 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.

4a) How many concerns have been raised by doctors to clinical directors, medical directors and managers relating to Covid-19 since 1st February 2020, including about:

- i) PPE availability**
- ii) Work allocation**
- iii) Bullying and Harassment**
- iv) Discrimination**
- v) Other - please specify**

The Trust has received 15 COVID related 'Concerns' through its 'Freedom to Speak up' process.

- i) PPE availability - 0
- ii) Work allocation - 4
- iii) Bullying and Harassment - 0
- iv) Discrimination - 0
- v) Other - please specify – Staff wellbeing – 4, Infection Control practices – 4, Commute to work -1, Trust Communications about COVID – 1, Delay to test results – 1.

4b) How many concerns have been raised by BAME doctors to clinical directors, medical directors and managers relating to Covid-19 since 1st February 2020, including about:

- i) PPE availability**
- ii) Work allocation**
- iii) Bullying and Harassment**
- iv) Discrimination**
- v) Other - please specify**

The Trust does not 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.

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