

**Freedom of Information Request**

**Ref: 21-379**

21 July 2021

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 do hold the information you are requesting

**As at the 31st March 2021\* total workforce in each AFC pay band, Medical and Exec/Non exec categories broken down by each of the following:**

**Gay or lesbian**

**Bisexual**

**Heterosexual or straight**

**Other not listed**

**Undecided**

**Did not disclose**

**Not known**

We do hold the requested information; however, under Section 22 of the Freedom of Information Act the Trust is exempt from disclosing the information as it is intended for future publication. There is a section on Sexual Orientation in The Trusts Annual Report. Figures for 2020/2021 financial year will be uploaded in August on the following link

<https://www.uhbw.nhs.uk/p/about-us/reports-and-publications>

**2. For the Financial year 20/21 the number of applicants, the number shortlisted and the number appointed separately by:**

**Gay or lesbian**

**Bisexual**

**Heterosexual or straight**

**Other not listed**

**Undecided**

**Did not disclose**

**Not known**

We have not provided the information in the requested format as we have considered that there is the potential for the individuals to be identified, when considered with other information that may be in the public domain. In our view disclosure of information would breach the Data

Protection Act. Therefore please find that Section 40 (2) exemption contained within the Freedom of Information Act 2000 is engaged. Section 40 is the exemption for personal information.

**3. For the financial year 20/21 the number of leavers by:**

**Gay or lesbian**

**Bisexual**

**Heterosexual or straight**

**Other not listed**

**Undecided**

**Did not disclose**

**Not known**

We have not provided the information in the requested format as we have considered that there is the potential for the individuals to be identified, when considered with other information that may be in the public domain. In our view disclosure of information would breach the Data Protection Act. Therefore please find that Section 40 (2) exemption contained within the Freedom of Information Act 2000 is engaged. Section 40 is the exemption for personal information.

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**