

Freedom of Information Request

Ref: 21-582

18 November 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

For the years 2016 – 2020 inclusive, please provide, for your Trust, the number of Pharmacists who are a) white, b) Black or ethnic minority, and c) Unknown, in each of the Agenda for Change bands listed:

- **Band 6**
- **Band 7**
- **Band 8a**
- **Band 8b**
- **Band 8c**
- **Band 8d**
- **Band 9**
- **Very Senior Manager**

Date	Grade	Headcount by Ethnicity		
		White	Black or ethnic minority	Unknown
31st Dec 2016	• Band 6	10	*	*
	• Band 7	24	*	*
	• Band 8a	32	*	0
	• Band 8b	8	0	0

	• Band 8c	*	0	0
	• Band 8d	*	0	0
	• Band 9	*	0	0
	• Very Senior Manager	0	0	0
31st Dec 2017	• Band 6	8	*	*
	• Band 7	23	*	0
	• Band 8a	31	*	*
	• Band 8b	10	0	0
	• Band 8c	7	0	0
	• Band 8d	*	0	0
	• Band 9	*	0	0
	• Very Senior Manager	0	0	0
31st Dec 2018	• Band 6	11	*	*
	• Band 7	21	*	0
	• Band 8a	32	*	0
	• Band 8b	10	0	0
	• Band 8c	9	0	0
	• Band 8d	*	0	0
	• Band 9	*	0	0
	• Very Senior Manager	0	0	0
31st Dec 2019	• Band 6	12	8	0
	• Band 7	24	0	*
	• Band 8a	37	*	0
	• Band 8b	11	0	0
	• Band 8c	9	0	0
	• Band 8d	*	0	0

	• Band 9	*	0	0
	• Very Senior Manager	0	0	0
31st Dec 2020	• Band 6	11	*	0
	• Band 7	22	*	0
	• Band 8a	40	*	0
	• Band 8b	12	0	0
	• Band 8c	9	0	0
	• Band 8d	*	0	0
	• Band 9	*	0	0
	• Very Senior Manager	0	0	0

Please note: Where the figures are between 1 and 5, this has been denoted by *. Due to the low numbers, we have considered that there is the potential for individuals to be identified from the information provided, when considered with other information that may also be in the public domain. In our view disclosure of these low figures would breach one of the Data Protection Principles set out in Schedule 1 of the Data Protection Act, namely Principle 1. The Trust therefore finds that the 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