

Freedom of Information Request

Ref: 22-651

6 December 2022

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 of the information you are requesting

1. Number of ENT Consultants (FT/PT/Honorary, locum and substantive) employed in your

organization as of the 30th March 2021.

- a. Total Number Answer =**
- **b.** Number White Male Answer = 8
- c. Number White Female Answer = *
- d. Number BAME Male Answer = 0
- e. Number BAME Female Answer = 0

f. Number Unknown. Answer = *

** 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.

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).

2. Number of Interviews for substantial / locum Consultant ENT appointments held in 2021 (1st

January to 31st December 2021). One a. Number of Consultant jobs (substantive and locum) advertised and interviewed for in this time frame:

161 advertised 71 progressed to interview stage

3. Please complete Table 1 below with the following information for Consultant interviews (substantive and locum) for the 2021 period (1st January 2021 to 31st December 2021). Please supply the numbers of candidates (not the %), their gender (male = M, female = f, unknown) and their ethnicity (White / BAME – as per 2001 ONS Census categories) for the following areas:

b. The number of job applicants (in total for all Consultant jobs advertised)

c. The number of applicants short-listed for interview (in total for all Consultant jobs advertised)

d. The number of applicants appointed (in total for all Consultant jobs advertised)

Ethnicity	Number of Applicants			Number Shortlisted for Interview			Number Successful from interview		
	М	F	Unknown	Male	Female	Unknown	Male	Female	Unknown
White									
BAME									
Unknown									

Table 1: Consultant ENT appointments (1st January 2021 to 31st December 2021).

We do not hold this information. Our system only holds applicant information for a certain time period.

Part 2 – Clinical Excellence Awards

Please could you provide the number of ENT Consultant applicants by gender and ethnicity for your 2021 local and national clinical excellence awards. Please use the following table. We only require data for the awards given out in 2021 for the 2020-2021 financial year.

Local

Ethnicity	Number of Applicants			Number Successful			Monetary Value (mean)		
	М	F	Unknown	Male	Female	Unknown	Male	Female	Unknown
White									
BAME									
Unknown									

National

Ethnicity	Number of Applicants			Number Successful			Monetary Value (mean)		
	М	F	Unknown	Male	Female	Unknown	Male	Female	Unknown
White									
BAME									
Unknown									

There were no applicants from the ENT Consultant establishment for a National Clinical Excellence Award in 2020-21.

Part 3 – Resignations

Number of doctors that resigned their jobs at your Trust (1st January 2021 to 31st December 2021) * (Please enter numbers not per centages):

Grade	Male White	Female White	Male BAME	Female BAME	Unknown
ENT					
Consultant/Locum					
Consultant					
ENT SAS Doctor		*	*		
ENT LED Doctor					
ENT CT or ST					

Of the resignations detailed in the above table, in how many cases was an exit interview offered:

Number: *

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).

Of any exit interview offered, how many exit interviews took place:

Number: *

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: Data Protection Officer 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