

Freedom of Information Request

Ref: 25-358

29 May 2025

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

Request for Information under the Freedom of Information Act 2000 (FOIA)

1. We are a law firm and act for Health Workers 4 Palestine ("HW4P"), a private company limited by guarantee (Company number: 15544250). HW4P advocates for the rights of Palestinian health workers, and its aims include ensuring that healthcare workers are protected and supported globally during humanitarian crises and armed conflict.

2. The purpose of this letter is to submit a FOIA request on HW4P's behalf, expeditious compliance with which is necessary for its vital work. The request is set out at paragraphs 4-6 below.

3. As set out below, in line with ICO Guidance we ask for a prompt response to this request, and note that in any case a response is required within 20 working days.

Request for Information

4. Please provide the number of persons who work or have worked at your NHS Trust who have been the subject to complaints on the basis of allegations of (1) antisemitism (2) islamophobia (3) racism against Palestinians and/or Arabs since 7 October 2023.

None recorded.

5. For each of the above persons who works or has worked at your Trust, please confirm:

- (i) whether the complaint(s) is/are based on allegations of antisemitism or islamophobia and/or racism towards Palestinians and/or Arabs;**
- (ii) the name of any organisation that submitted the complaint;**

- (iii) whether the complaint arises from the person's actions at work and/or outside work;
 - (iv) whether the complaint is being or has been dealt with under informal or formal disciplinary procedures;
 - (v) the content of the complaint (deleting any personally identifiable information)
 - (vi) the outcome of any disciplinary hearing;
 - (vii) any sanction which has been applied against the person.
- Not applicable.

6. Please provide the definitions used by your NHS Trust for (i) antisemitism, (ii) islamophobia, (iii) racism towards Palestinians and/or Arabs.

We do not provide definitions within the organisation for antisemitism, islamophobia, or racism towards Palestinians and/or Arabs. As part of the NHS, which is a public sector organisation, we would adopt the definitions as determined by the UK Government if needed.

This would be grouped under the definition of 'discrimination' in our policies.

Discrimination: unfair treatment because of a protected characteristic under the Equality Act 2010

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