

FOI Request Response information

FOI request reference:	2015/063
Date request received:	17/03/2015
Date request responded to:	16/04/2015
Category:	Workforce
Tags:	Ethnicity, disciplinary, training

Request Detail:

Ethnicity info relating to disciplinary and training

I am interested in broadly grouped data for “Black”, “Asian” and “White” based on broad groupings of the categories used in the Electronic Staff Records (ESR). An example of how this can be done can be seen in this table from the HSCIC - <http://www.hscic.gov.uk/catalogue/PUB13951/nhs-work-stat-oct-2013-equal-div.xls> Please also include figures for “Total Headcount” of staff and any other ethnic groups under “Other” for completeness.

Please can you provide the following data for the period 2010-2015 (or as far back as possible in the range) by these broad ethnic groups:

Data on the disciplinary process:

- Number and percentage of disciplinaries
- What are the main reasons for disciplinaries
- Outcomes of disciplinaries
- Number and percentages of dismissals

Data on staff accessing non mandatory training and Continuous Professional Development (CPD):

- Percentages and numbers days training received
- Broken down by categories of training received (if possible)
- Your Trust’s staff survey data on bullying, harassment, career progression and overall discrimination

Response Detail:

The Trust response to your recent FOI request in the attached excel documents. Please note for the response to your first question the Trust is only able to supply information for 2014-2015 as the data was not been held centrally prior to this date and would require a significant amount of time to get the data from multiple sources.

Please click on the paperclip symbol, on the left hand toolbar, to see additional attachments.