

Trust Headquarters
 Russell's Hall Hospital
 Dudley
 West Midlands
 DY1 2HQ

Ref: FOI-042024-000827

Date: 09/05/2024

Address / Email:

Dear

Request Under Freedom of Information Act 2000

Thank you for requesting information under the Freedom of Information Act 2000.

Request

Please provide answers to the following questions relating to complaints for each of the different types of discrimination for the requested years.

Response

1. How many complaints of each of the following types of discrimination were reported to your organisation in 2021, 2022 and 2023:

- a) Disability discrimination
- b) Race or ethnicity discrimination
- c) Sexual orientation discrimination

<u>Type of discrimination</u>	<u>2021- number of complaints</u>	<u>2022- number of complaints</u>	<u>2023- number of complaints</u>
Disability discrimination	3	0	2
Racial discrimination (we do not record against ethnicity; we record against racial)	1	1	0

Sexual discrimination (we record against sexual discrimination not sexual orientation)	0	0	0
Gender reassignment discrimination	0	0	0

2. How many complaints were reported to your organisation about discrimination related to a person's HIV status in:

- a) 2021
- b) 2022
- c) 2023

The Trust does not have a specific criterion within their complaints reporting database (Datix) for discrimination regarding HIV status. Searches have been carried out against 'discrimination-lifestyle' and a free text box search in the description of the complaint record for 'HIV' and 'Aids'. All searches have returned a NIL report.

3. If HIV-related discrimination complaints were reported to your organisation, how many of the following incidents were reported?

See above answer to question 2- returned a NIL report.

- (a) Refusal of a service after HIV status was shared.
- (b) Failure to make reasonable adjustments for a person's HIV status.
- (c) Harassment related to a person's HIV status.
- (d) Use of an organisational policy that discriminated against a person based on their HIV status.
- (e) Another kind of HIV discrimination incident.

4. If HIV-related discrimination complaints were reported to your organisation, were they reported by?

See above answer to question 2- returned a NIL report.

- (a) Members of the public.
- (b) Employees of your organisation

5.If HIV-related discrimination complaints were reported to your organisation, how many complaints were upheld?

See above answer to question 2- returned a NIL report.

6. Does your organisation have a policy to deal with incidents of HIV discrimination reported to them at a strategic level? If so, could you explain what the policy is or attach a copy of said policy.

The Trust does not have a specific policy for HIV discrimination however we are a workforce EDI team, and any kind of workforce discrimination would be managed under our solving problems at work or disciplinary policies.

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager
Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ
Email: dqft.dpo@nhs.net

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 0303 123 1113
www.ico.org.uk

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

**Freedom of Information Team
The Dudley Group NHS Foundation Trust**