



East London

**NHS Foundation Trust
Information Governance**

Robert Dolan House
9 Alie Street
London
E1 8DE

Email elft.foi@nhs.net

Website: <https://www.elft.nhs.uk>

24th May 2024

Our reference: FOI DA5331

I am responding to your request for information received 12 April 2024. I am sorry for the delay in responding to your request. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision.

If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Tel: 0303 123 1113

Web: www.ico.org.uk

Please note that the data supplied is not allowed to be re-used and/or published without the explicit consent of East London NHS Foundation Trust. Please contact the signatory to request permission if this is your intention



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Chief Executive Officer: Lorraine Sunduza
Chair: Eileen Taylor

Request:

Question 1: Staff employed by ELFT with breakdown by ethnicity (%).

Answer: Please see table below:

Ethnicity	Percentage
Any Other Ethnic Origin	3.68%
Asian	18.67%
Black	34.34%
Mixed	4.23%
Not Stated	2.25%
White	36.83%

Question 2: Staff employed by ELFT with breakdown by gender (%).

Answer: Please see table below:

Gender	Percentage
Female	71.91%
Male	28.09%

Question 3: Staff employed by ELFT with breakdown by other protected characteristics.

Answer: Please see tables below:

Disability	Number of staff
No	9137
Not Declared	528
Prefer Not To Answer	10
Unspecified	281
Yes	740

Sexual Orientation	Number of staff
Bisexual	223
Gay or Lesbian	264
Heterosexual or Straight	9275
Not stated	836
Other sexual orientation not listed	47
Undecided	51

Religious Belief	Number of staff
Atheism	1725
Buddhism	124
Christianity	5143
Hinduism	349
No wish to disclose religion/belief	920
Islam	1590
Jainism	18



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Religious Belief	Number of staff
Judaism	154
Other	552
Sikhism	121

Question 4: Number of dignity at work procedures undertaken in each year between 2020-2023 with breakdown by any protected characteristic of both person raising grievance and person against whom the grievance was raised,

Answer: Please see table below:

		2020	2021	2022	2023
Total number of dignity at work procedures		10	14	13	7
Breakdown of characteristics					
Gender	Number of male claimants	<5*	<5*	<5*	<5*
	Number of female claimants	8	10	8	<5*
Ethnicity	Number of white claimants	<5*	<5*	<5*	<5*
	Number of BAME claimants	7	11	8	<5*
Disability	Number of disabled claimants	10	13	12	6
	Number of non-disabled claimants	0	<5*	<5*	<5*
Respondents					
Gender	Number of male respondents	<5*	8	<5*	<5*
	Number of female respondents	9	<5*	8	<5*
Ethnicity	Number of white respondents	<5*	<5*	<5*	<5*
	Number of BAME respondents	8	9	7	<5*
Disability	Number of disabled respondents	0	0	0	0
	Number of non-disabled respondents	0	0	0	0
Organisation	Respondents	0	<5*	<5*	<5*

* Section 40 for the FOI Act states:

(2) This exemption covers the personal data of third parties (anyone other than the requester) where complying with the request would breach any of the principles in the UK GDPR.

The information you have requested relates to less than five individuals and has the potential for those individuals to be identified. The Trust is therefore unable to provide this information in detail.



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Question 5: Number of cases where the decision was to proceed to the disciplinary process in each year between 2020-2023 with breakdown by any protected characteristic of both person raising grievance and person against whom the grievance was raised.

Answer: The Trust has reviewed question 5 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 40 for the FOI Act states:

(2) This exemption covers the personal data of third parties (anyone other than the requester) where complying with the request would breach any of the principles in the UK GDPR.

The information you have requested relates to less than five individuals and has the potential for those individuals to be identified. The Trust is therefore unable to provide this information in detail.

Question 6: Number of disciplinary processes conducted in each year between 2020-2023 with breakdown by any protected characteristic of both person raising grievance and person against whom the grievance was raised and their outcomes.

Answer: The Trust has reviewed question 6 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 40 for the FOI Act states:

(2) This exemption covers the personal data of third parties (anyone other than the requester) where complying with the request would breach any of the principles in the UK GDPR.

The information you have requested relates to less than five individuals and has the potential for those individuals to be identified. The Trust is therefore unable to provide this information in detail.



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