



40-42 Friars Walk
Lewes
East Sussex
BN7 2XW

Tel: 0300 123 0999
Email: foi@secamb.nhs.uk

9th April 2015

Email:

Dear

I am writing in response to your enquiry under the Freedom of Information Act 2000 (FOIA) reference FOI/15/03/16.

You requested the following information:

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 disciplinarys**

Please note that the Trust only began recording such information in a reportable format from 1st March 2013. Please see the attached document which shows the number and percentage of disciplinarys from 1st March 2013 to 28th February 2015 broken down into ethnic groups.

- **What are the main reasons for disciplinarys?**

Various and include but not limited to: inappropriate behaviour/conduct, bullying & harassment, lateness, poor driving standards, smoking in uniform.

- **Outcomes of disciplinarys?**

Various and include but not limited to: dismissal with or without notice, final written warning, written warning, verbal warning.

- **Number and percentage of dismissals**

Please see the attached document which shows the number and percentage of dismissals from 1st March 2013 to 28th February 2015 broken down into ethnic groups.

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

- **Percentages and numbers of days training received**
- **Broken down by categories of training received (if possible)**

Unfortunately we do not hold this data in the format you are requesting. I regret to advise that we cannot provide any further information as requested on the grounds of the exemption contained within s.12 of the FOIA. To retrieve the information, categorise and identify ethnicity information via our HR department for the total of five years would exceed the appropriate limit of 18 hours as set down in the guidance on the application of the Freedom of Information and Data Protection (Appropriate Limit and Fees).

- **Your Trust's staff survey data on bullying, harassment, career progression and overall discrimination**

The staff survey results are a matter of public record and can be found on line. There are questions relating the areas mentioned above.

<http://www.nhsstaffsurveys.com/Page/1010/Home/Staff-Survey-2014/>

Please click on latest results or past results, then 'Detailed Spreadsheets' and 'Question level Data'. To locate information relating to South East Coast Ambulance Service NHS Foundation Trust please select the Trust code 'RYD'.

I hope you find this information helpful.

If, for whatever reason you are unhappy with our response, you are entitled to pursue any dissatisfaction through South East Coast Ambulance NHS Foundation Trust's (SECamb) Internal Review Procedure at:

South East Coast Ambulance Service NHS Foundation Trust
40-42 Friars Walk
Lewes
East Sussex
BN7 2XW
Email:complaints@secamb.nhs.uk

Should you remain unhappy with the outcome of any such internal review , you may request a decision from the Information Commissioner at:

The Information Commissioner's Office

Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

If I can be of further assistance to you, please do not hesitate to contact me, quoting the above reference number.

Yours sincerely

Freedom of Information Coordinator
South East Coast Ambulance Service NHS Foundation Trust