

Information Governance

4 November 2021

Our Ref: RFI 41018

Dear

**Freedom of Information Act 2000
Information in relation to BME Community in NI Healthcare System**

I am writing to confirm that the South Eastern Health & Social Care Trust (the Trust) has now completed its search for information relating to above which you requested on 21 September 2021. Please accept our sincere apologies for the delay in responding to you. Thank you for your patience.

A response to each of the questions raised has been provided by the Human Resources & Corporate Affairs Directorate and is attached in Appendix A.

If you are unhappy as to how this request has been handled, you have the right to seek a review within the Trust in the first instance. You should write to the Information Governance Department, Lough House, Ards Community Hospital (informationgovernance@setrust.hscni.net) within two months of the date of this response and your complaint will be considered and a response provided, within 20 working days of receipt.

If, after receiving a response, you remain unhappy, you can refer your complaint to the Information Commissioner at The Information Commissioner's Office –Northern Ireland, 3rd Floor, 14 Cromac Place, Belfast, BT7 2JB. It is important to note that if you refer any matter to the Information Commissioner, you will need to show evidence of having gone through the Trust's internal review procedure to try to resolve the matter with the Trust in the first instance.

If you have any queries about this letter, please do not hesitate to contact me. Please remember to quote the reference number above in any future communications.

Yours sincerely

**Rebecca Manning
Information Governance Assistant**

- Q1. Can you detail how many Black and Minority Ethnic (BME) nurses/ doctors work in the NI health system?**
- Q2. How many of those workers have left in the last 5 years from each trust? (Or if that period is too long, please refine it so it falls within the cost limit).**

A1-2. Please see Table 1 for the Trust only.

Table 1

Area	Staff as at August 21	Leavers				
		2016	2017	2018	2019	2020
Medical & Dental	22	9	22	18	19	13
Nursing & Midwifery	210	7	7	9	9	12
Total	232	16	29	27	28	25

- Q3. How many complaints of racial harassment in each NI health Trust in the past five years? Broken down into each year and further to show racial abuse directed at patients and separately staff.**

A3. Please see Table 2 for the Trust only.

Table 2

Complaints of Racial Harassment	2016	2017	2018	2019	2020
Staff Only	Nil	1	1	1	1

**Q4. And how many BME workers are in the different work bands?
Can it be broken down to show the number in each band including:**

- **8a**
- **8b**
- **8c**
- **9**

A4. Please see Table 3 for the Trust only.

Table 4

BAME Current SIP by Payband	Head Count
Medical Paybands	22
1	Nil
2	6
3	9
4	Nil
5	153
6	37
7	5
8A	Nil
8B	Nil
8C	Nil
Total	232

Please Note that a percentage of staff across the Trust do not have any ethnicity recorded or 'assigned'. This includes Nursing & Midwifery and Medical & Dental staff who have not disclosed ethnicity-monitoring information. All staff are encouraged to provide/record their equality information (including ethnicity) on the commencement of employment and to update it at any stage during employment on the Employee Self Service, HRPTS Portal. However, it is often the case that staff choose not to record this information as it is not compulsory whereby leading to the large percentage of 'not assigned records'.