

22 October 2021

Black and Minority Ethnic (BAME) Staff and Racial Abuse

1. How many Black and Minority Ethnic (BAME) nurses/ doctors work in the NI health system?
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).

Information as supplied by the Regional Employment Equality Group Northern Ireland follows.

It should be noted that a large percentage of staff across the HSC Trusts 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'.

SIP by Personnel Area	H/C as at August 2021	Leavers				
		2016	2017	2018	2019	2020
Medical & Dental						
BHSCT	169	39	38	30	33	38
WHSCCT	49	20	13	10	< 5	< 5
SEHSCT	22	9	22	18	19	13
NHSCT	34	< 5	5	< 5	< 5	< 5
SHSCT	85	18	19	23	32	51
Nursing & Midwifery						
BHSCT	537	17	5	8	20	8
WHSCCT	111	13	13	7	8	< 5
SEHSCT	210	7	7	9	9	12
NHSCT	164	5	< 5	9	< 5	5
SHSCT	105	12	22	13	7	< 5

Please note:

- Use of < 5 (less than five): We are unable to provide an exact figure - exempt from release under section 40(2) of the FOI Act - as this could make patients

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personally identifiable. Disclosure would constitute a breach of the principles of the General Data Protection Regulations 2018.

2. 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.

Patients

Information as supplied by Belfast Trust Complaints Department follows. We are only able to provide information as held by Belfast Trust; we are unable to provide information relating to other Trusts.

FOI 25598: BHSC Complaints Department Response 11.10.21 (Patient Only)	<i>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*</i>
Oct16-Sep17	0
Oct17-Sep18	< 5
Oct18-Sep19	0
Oct19-Sep20	0
Oct20-Sep21	5

Please note:

- Use of < 5 (less than five): We are unable to provide an exact figure - exempt from release under section 40(2) of the FOI Act - as this could make patients personally identifiable. Disclosure would constitute a breach of the principles of the General Data Protection Regulations 2018.
- There is no dedicated regional complaint subject code currently existing in the Datix Complaints module for the direct extraction of information on the subject of racial harassment.
- The regional subject code 'discrimination' was interrogated for relevance. In addition keywords ***racism***, ***racial*** and ***harass*** were used in free text description and outcome fields to arrive at results.
- Data is therefore caveated in the usual manner as limited to review of the BHSC Datix Complaints Module electronic database information capture only.

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Staff

Information as supplied by the Regional Employment Equality Group Northern Ireland follows.

Please note comments as before.

Complaints of Racial Harassment	2016	2017	2018	2019	2020
BHSCT	< 5	< 5	< 5	< 5	11
WHSCT					< 5
SEHSCT		< 5	< 5		< 5
NHSCT	< 5		< 5		
SHSCT					< 5

Please note:

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2. How many BAME workers are in the different work bands? Can it be broken down to show the number in each band including: 8a, 8b, 8c, 9?

Information as supplied by the Regional Employment Equality Group Northern Ireland follows.

Please note comments as before.

BAME Current SIP by Payband	BHSCT H/C	WHSCT H/C	SEHSCT H/C	NHSCT H/C	SHSCT HC
Medical Paybands	169	49	22	34	85
1	< 5	0	0	0	0
2	78	< 5	6	7	24
3	144	10	9	17	42
4	26	< 5	0	0	< 5
5	331	71	153	98	90
6	122	20	37	34	18
7	31	6	5	8	< 5
8A	7	0	0	0	< 5
8B	0	0	0	0	< 5
8C	< 5	0	0	0	0

Please note:



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