

27 January 2026

Belfast Trust Policies on Threats, Racism, Disciplines for Staff

1. What is the Trust policy on threats to staff?

Please see attached Regional Conflict, Bullying and Harassment Policy. Please note that this particular policy applies to a range of conflict issues that may occur between staff.

Please see attached document 'A Zero Tolerance approach to the prevention and management of Aggression and Violence towards staff in the workplace'. This policy is for use in instances of aggression towards staff from others.

Please see attached Equality, Diversity and Inclusion Policy

Equality, Diversity & Inclusion – Observing & Celebrating Events Policy doesn't explicitly relate to anti-racism but does reference the Trust's "...commitment to promote good relations between people of different race, religion or political opinion by actively addressing and challenging racism and sectarianism in all its forms, treating others fairly, with respect, and dignity, and ensuring our spaces are shared, welcoming, and safe".

2. What is the Trust policy on racism towards staff?

As above

3. How many staff on staff cases of racism have there been?

In the past 2 years (Jan 2024 to Dec 2025) there have been zero reported incidents of verbal abuse with racial content towards staff by staff.

4. How many staff in the past two years have been disciplined for racism?

<5

5. How many staff in the past two years have been disciplined for threatening other staff?

7. Please note this is recorded on the case tracking system as 'assault/threatening behaviour towards staff'. This refers to the number of staff who attended a disciplinary panel following investigation

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6. How many staff in the past two years have been disciplined for threatening patients?

<5

7. In the past two years how many staff have made threats against patients?

<5

Due to low numbers of <5, we consider that individuals could be identified and disclosure of this information would breach the first data protection principle, which relates to the fair and lawful processing of personal data. Therefore, we have concluded that this information is exempt from disclosure under FOI Act Section 40(2) Personal Information

8. The average cost to the Trust to train a nurse through the Open University.

£4541 per annum / student via the Open University

Use of <5 (less than five): We are unable to provide an exact figure - exempt from release under Section 40(2) of the Freedom of Information Act - Personal Information relating to a third party, as the small numbers involved could make patients personally identifiable. Disclosure would constitute a breach of the principles of the General Data Protection Regulation 2018.