

FOI 051 2025 Response

Request

Dear NHS Trust,

Request for Information under the Freedom of Information Act 2000 (FOIA)

We are a law firm and act for Health Workers 4 Palestine ("HW4P"), a private company limited by guarantee (Company number: 15544250). HW4P advocates for the rights of Palestinian health workers, and its aims include ensuring that healthcare workers are protected and supported globally during humanitarian crises and armed conflict.

The purpose of this letter is to submit a FOIA request on HW4P's behalf, expeditious compliance with which is necessary for its vital work. The request is set out at paragraphs 4-6 below.

As set out below, in line with ICO Guidance we ask for a prompt response to this request, and note that in any case a response is required within 20 working days.

Request for Information

1. Please provide the number of persons who work or have worked at your NHS Trust who have been the subject to complaints on the basis of allegations of (1) antisemitism (2) islamophobia (3) racism against Palestinians and/or Arabs since 7 October 2023.

For each of the above persons who works or has worked at your Trust, please confirm:

(i) whether the complaint(s) is/are based on allegations of antisemitism or islamophobia and/or racism towards Palestinians and/or Arabs;

(ii) the name of any organisation that submitted the complaint;

(iii) whether the complaint arises from the person's actions at work and/or outside work;

(iv) whether the complaint is being or has been dealt with under informal or formal disciplinary procedures;

(v) the content of the complaint (deleting any personally identifiable information)

(vi) the outcome of any disciplinary hearing;

(vii) any sanction which has been applied against the person.

Please provide the definitions used by your NHS Trust for (i) antisemitism, (ii) islamophobia, (iii) racism towards Palestinians and/or Arabs.

Response

Looking over our casework data, there are NIL (0) cases that fulfil the definition provided for complaints in relation to antisemitism, islamophobia, and racism against Palestinians and/or Arabs since 7 October 2023.

However, please note that the Trust's HR casework tracker will only reflect cases that are progressed formally. We therefore do not maintain a record of informal interventions.

In terms of the definitions used by the Trust for antisemitism, islamophobia, and racism towards Palestinians and/or Arabs, this is outlined in our Dignity at Work Policy as:

2.3 Harassment

Harassment is described as unwanted or unwelcomed conduct or behaviour which is related to one of the following protected characteristics:

- age
- disability
- gender reassignment
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership
- maternity and pregnancy

Harassment as defined in the Equality Act 2012, is "the unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual".

The relevant protected characteristics under the Equality Act are age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. In addition, the Trust has a zero-tolerance approach to harassment on the grounds of gender identity and gender expression.

2.4 Bullying

In contrast to harassment, bullying is not usually characterised by 'grounds' (gender, race etc).

Bullying can occur in many different ways, some are obvious and easy to identify others are subtle and difficult to explain but it is behaviour that someone finds offensive, abusive, malicious or insulting which causes the recipient to feel upset, threatened, humiliated or vulnerable, undermining their self-confidence and often leads to stress. Colleagues are encouraged to keep note of any instances of bullying or unwelcome issues.

Examples include:

- Personal insults and name-calling, either in private or in front of colleagues
- Giving trivial or menial tasks without justification
- Setting impossible tasks or deadlines
- Over-monitoring of performance
- Unfair allocation of work and responsibility
- Isolation, ignoring, freezing out
- Persecution through fear or threats
- Withholding information
- Not listening to another's point of view
- Belittling behaviour