

FOI 0427/2025 Response

***Internal review of FOI 0383/2025

The Trust has conducted an internal review of FOI 0383/2025.

The Trust asserts that the response is accurate and your request for information has been fulfilled.

However, we note that we have not explicitly stated for question B1 whether there is any guidance given to grievance investigators/decision makers on how to assess discrimination allegations under the Equality Act 2010.

We can confirm for question B1 **“Please provide copies of any guidance given to grievance investigators/decision makers on how to assess discrimination allegations under the Equality Act 2010”** that we do not offer written guidance explicitly in relation to assessing allegations under the Equality Act, and there is no supplementary guidance beyond the policies that were released for FOI 0383/2025.

However, we do have an Inclusion Advisor Role Profile which outlines expectations of an Inclusion Advisor to provide the following:

- Support in creating a psychological safe working environment and an inclusive culture for all, in particular for those who belong to a protected characteristic. Progress will be measured through the People Strategic Priority (Reducing Inequalities) and reported through Transforming Culture and Staff Experience Committee.

In addition to this, the Trust have in place standalone policy for Equality Diversity and Inclusion, and Anti Racism. Please see attachments and note that exemption section 40 has been applied. This therefore means that staff members personal details such as names and signatures have been removed.

The Trust has noted that there are additional queries within your internal review email. Should you wish to formally submit a follow up request to FOI 0383/2025, please contact the FOI Team on the following email: bsmhft.foioffice@nhs.net.