

Ref. No: 1728
Date: 07/05/25
Subject: Bullying and racism/racial discrimination amongst midwives

REQUEST

From 1 Jan 2020 up to and including 6 May 2025, can you please tell me the following:

- 1) How many reports of bullying have been made by midwives against other midwives (including student midwives on placement) at your trust? Please provide the outcomes of these.
- 2) How many reports of racism or racial discrimination have been made by midwives against other midwives (including student midwives on placement) at your trust? Please provide the outcomes of these.
- 3) Have there been any dismissals in light of bullying reports? If so, when were these? Please provide the year.
- 4) Have there been any dismissals in light of racism or racial discrimination reports? If so, when were these? Please provide the year.

RESPONSE

Section 12 of the FOIA allows a public authority to refuse a request where it estimates that it would exceed the appropriate limit to comply with the request. The relevant section states:

12. (1) - Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

where the appropriate limit is equal to 18 hours of staff time as set by the *Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulation 2004*

In determining the time limit, the Trust can only take into account

- determining whether the information is held;
- locating the information, or a document containing it;
- retrieving the information, or a document containing it; and
- extracting the information from a document containing it.

In order to determine whether the information is held in respect of your request, the Trust would need to review All held HR files and read each individual case for the time period requested. A simple report can not be produced as there is not a specific code relating to your request.

Calculation –

The calculation has been made and the HR team estimate this will take in excess of 40 hours to provide this information.

Advice and Assistance

Under section 16 of the FOIA, advice and assistance should be provided to allow the request to come under the appropriate limit by scaling or modifying the request.

Unable to narrow

However, as the information is not readily available and the number of HR files are complex and large. it would not be easy to scale down the request in this instance, It would also not be possible to scale the request to one year as this would still exceed the time limit.

Unfortunately, the Trust is unable to provide further assistance in this instance.