

Ref. No: FOI2457  
Date: 23/03/2026  
Subject: Nursing staff experiences of racial discrimination and racial abuse

## REQUEST

Under the Freedom of Information Act, I would like to request the following information which relates to nursing staff experiences of racial discrimination and racial abuse. Please include all nursing staff (all Agenda for Change Bands 2-9).

1. The number of racial discrimination or racial abuse incidents reported by nursing staff in your NHS Trust broken down by each full calendar year 2022, 2023, 2024 and 2025, from:
  - a) patients,
  - b) patient's relatives
  - c) the public,
  - d) in total (from patients, relatives and the public)
  
2. The number of racial discrimination or racial abuse incidents reported by nursing staff from patients, relatives or members of the public in your NHS Trust broken down by each full calendar year 2022, 2023, 2024 and 2025, by ethnic group of member of nursing staff.  
Please categorise by the main ethnic groups used by the NHS Staff Survey - White, Mixed/Multiple ethnic background, Asian/Asian British, Black/African/Caribbean/Black British, and Other ethnic group.

## RESPONSE

### Q1 Response

Legacy STHK:

Detail	2022	2023	2024	2025
Abuse etc of Staff by patients	11	17	11	<5

Legacy S&O:

Subcategory	2022	2023	2024	Total
Racial abuse harassment - patient on staff	12	33	17	62

**MWL:**

Sub-category	2025
Racial abuse harassment - patient on staff	25
Racial abuse harassment - visitors/relatives on staff	<5

This data includes all incidents, and we are not able to break it down by role of victim.

**Question 2 Response:**

The “person affected – ethnicity” field is not a mandatory question via Datix/InPhase, and therefore it has not been captured so unable to answer the question.