

FOI 3445

25th November 2025

FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST

Q1. Please provide me with a breakdown of the number of reports made to the Trust, by staff, of incidents of racial abuse in the workplace. That may include racial abuse/harassment/intimidation/violence experienced by the staff member.

By staff I mean anyone employed by the Trust - whether in a clinical or non-clinical role, administrative, support worker and so on.

Please provide a breakdown over the last three calendar years (2023, 2024 and 2025).

Response:

It is not possible for the SHSCT to confirm how many assaults as requested above. This is due to the fact that one incident may involve more than one assault/alleged assault, against one, or more than one, staff member.

In order to provide this information a significant manual review of each individual incident is required. The cost of locating and retrieving the information exceeds the “appropriate limit” as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004. In order to obtain this information, it would exceed the £450 limit and is therefore cost prohibitive.

Under section 12 of the Freedom of Information Act 2000, Public Authorities are not obliged to comply with an information request where to do so would exceed the cost limit.

The response has provided the number of incidents reported which relate to racial abuse on staff.

The SHSCT uses Regional CCS2 coding to theme incidents reported on the Datix Risk Management System. The information provided includes incidents coded as:

- Verbal abuse with racial content

Year	Number of Verbal abuse with racial content Incidents
2023	34
2024	40
2025 (reported until 06/11/2025)	24
Grand Total	98

The Trust has a strong commitment to championing equality, diversity, and inclusion and to creating and sustaining an environment that values and celebrates the diversity of its staff and service users and creates an inclusive workplace.

No one should be abused or feel unsafe or unwelcome in their workplace or community and we are committed to fostering an environment where everyone feels respected and protected. We have a strong reputation in the Southern Trust for supporting our international employees and know that staff, service users and local community, always do their best to warmly welcome and support new colleagues as they develop their careers here.

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