

FOI 2643

30<sup>th</sup> September 2024**FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST**

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**Question 1: Percentage of all staff employed by the Trust that identify as Muslim****Response:**

0.3%

**Question 2: For those that identify as Muslim, a breakdown of their gender/sex****Response:**

55.1% Male, 44.9% Female

**Question 3: For those that identify as Muslim, a breakdown of their ethnicity****Response:**

Due to the small numbers of staff, this information cannot be released in order to protect confidentiality and uphold data protection.

This information is exempt from disclosure under section 41 of Freedom of Information Act 2000.

The information has been withheld under Section 41(1), as it is information that was provided in confidence. It is our view that disclosure of this information would constitute an actionable breach of confidence and so disclosure would also be unlawful under the Act, contravening the first data protection principle. In these circumstances, Section 41 of the FOIA confers an absolute exemption on disclosure and there is no public interest test to apply.

**Question 4: For those that identify as Muslim, a breakdown of their job role (Staff Group and Pay Band Group) and if they were trained in the UK or are International Medical Graduates (where relevant)**

**Response:**

Due to the small numbers of staff, this information cannot be released in order to protect confidentiality and uphold data protection. The staff are employed in a range of service areas across the Trust including nursing, AHP, Social Work and medical.

This information is exempt from disclosure under section 41 of Freedom of Information Act 2000.

The information has been withheld under Section 41(1), as it is information that was provided in confidence. It is our view that disclosure of this information would constitute an actionable breach of confidence and so disclosure would also be unlawful under the Act, contravening the first data protection principle. In these circumstances, Section 41 of the FOIA confers an absolute exemption on disclosure and there is no public interest test to apply.

In line with our Section 75 duties, Southern Trust collect equality data, including ethnicity, for all members of staff. Staff are encouraged to provide this information but are not legally obliged or mandated to do so and as such Southern Trust does not hold fully accurate data. Staff are encouraged to provide/record their equality information on the commencement of employment and to update it at any stage during employment. We collate and use overarching statistical data to promote equality best practice and to help inform decision making in line with our S75 responsibilities. Where there are small numbers of staff in any identified pool the organisation cannot release the data in order to protect confidentiality and uphold data protection.

We currently employ 15,797 employees across a range of roles and services within the Trust.

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