



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board



Freedom of Information Request: Our Reference CTMUHB_236_24

You asked:

Under the Freedom of Information Act Regulations, I would like to request the following information:

1. How many complaints of each of the following types of discrimination were reported to your organisation in 2021, 2022 and 2023:

- a) Disability discrimination**
- b) Race or ethnicity discrimination**
- c) Sexual orientation discrimination**

We can confirm that we have less than 5 complaints recorded on our DATIX Cymru reporting system for the time period requested.

The exact figures have been withheld due to the low numbers involved.

Where numbers are low we have considered that there is the potential for the individuals to be identified from the information provided, when considered with other information that may also be in the public domain. Also, responses under the Freedom of Information Act are made available to the public at large. The data is classed as personal data as defined under the General Data Protection Regulation (GDPR) and Data Protection Act 2018 and its disclosure would be contrary to the data protection principles and constitute as unfair and unlawful processing in regard to Articles 5, 6, and 9 of GDPR. We are therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This exemption is absolute and therefore there is no requirement to apply the public interest test.

2. How many complaints were reported to your organisation about discrimination related to a person's HIV status in:

- a) 2021**
- b) 2022**
- c) 2023**

3. If HIV-related discrimination complaints were reported to your organisation, how many of the following incidents were reported?

- (a) Refusal of a service after HIV status was shared.**
- (b) Failure to make reasonable adjustments for a person's HIV status.**
- (c) Harassment related to a person's HIV status.**

(d) Use of an organisational policy that discriminated against a person based on their HIV status.

(e) Another kind of HIV discrimination incident.

4. If HIV-related discrimination complaints were reported to your organisation, were they reported by?

(a) Members of the public.

(b) Employees of your organisation

5. If HIV-related discrimination complaints were reported to your organisation, how many complaints were upheld?

Q2 – 5

Datix Cymru does not hold information on HIV status. We are therefore unable to provide this detailed information.

6. Does your organisation have a policy to deal with incidents of HIV discrimination reported to them at a strategic level? If so, could you explain what the policy is or attach a copy of said policy?

We do not have a specific policy; any concerns in relation to discrimination raised by patients would follow the usual concerns management process.