



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board



Freedom of Information Request: Our Reference CTMUHB_191_26

You asked:

- 1. The number of racial discrimination or racial abuse incidents reported by nursing staff in your NHS Board 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)**

We can confirm that the Health Board does hold some of this information. However, to release the specific information in the way that you have requested would mean disclosure of low numbers.

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.

In our view disclosure of these low figures would breach 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.

However, in order to fulfil our obligation under Section 16 of the Act to provide advice and assistance, please see provided in the table below the number of incidents reported by staff where the word(s) 'racial', 'race' or 'racist' are recorded in the description field and the subcategory of incidents are broken down by patients, relatives and public.

Where the figures are less than 5, this has been denoted by **.

Please note the profession of the individual involved i.e. nursing, medical, estates, admin etc is not recorded in a way that is easily retrievable.

For the Health Board to identify the profession of the individuals involved, would require a manual trawl and scrutiny of each racial abuse related incident recorded (95).

It is estimated that a manual search of these records would exceed the appropriate costs limit under Section 12 of the Freedom of Information Act 2000. This is currently £450 (18 hours). In reaching this decision we estimate that it would take staff in excess of 23 hours to locate and review. This figure is based on a timescale of 15 minutes per incident, there being 95 records to review. Therefore, to obtain the data would work out at

approximately 23 hours and 45 minutes @ £25.00 per hour (cost permitted under the Act) = £593.75. Therefore, Section 12 has been applied.

		2022	2023	2024	2025	
Aggressive/threatening behaviour	Member of the public to staff	0	**	0	0	
	Patient/service user to member of the public	0	0	0	**	
	Patient/service user to patient/service user	0	0	0	**	
	Patient/service user to staff	6	14	9	8	
Anti social behaviour	By a member of the public/visitor	0	**	**	0	
	By a patient/service user	**	**	**	0	
					0	
Patient clinically challenging behaviour	Physical assault to staff	0	0	**	**	
	Verbal assault to staff	0	0	0	**	
Physical assault (physical contact)	Patient/service user to staff	**	**	**	**	
Verbal assault (racial abuse)	Member of the public to staff	**	0	**	**	
	Patient/service user to member of the public	0	0	**	0	
	Patient/service user to patient/service user	0	**	0	0	
	Patient/service user to staff	6	9	8	**	
Verbal assault (swearing etc.)	Member of the public to staff	0	0	0	**	
Total						95

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 Board broken down by each full calendar year 2022, 2023, 2024 and 2025, by ethnic group of member of nursing staff. Please categorise the incidents by the main ethnic groups recorded in the NHS Wales Staff Survey - White, Asian/Asian British, Black/African/Caribbean/Black British, Mixed/Multiple ethnic groups, Other ethnic groups, Not stated, Missing data.

We do not record the ethnicity of staff within incident records and are therefore unable to provide.