

Date: **18 June 2020**

Our reference: **FOIRQ5816**

Dear Sir/Madam,

Thank you for your request for information processed under the Freedom of Information Act 2000. Please see our response to your following request for information:

Your Request and Our Response (in Bold)

Please may I have the following information:

Please breakdown the number of medical staff working in your hospitals by ethnicity and gender for the past five financial years (2015/16-2019/20).

Of these, how many took time off for mental health reasons? Please also break this down for each financial year by ethnicity and gender.

Please see the table below which shows the number of medical staff for the period 2015 to date broken down by ethnicity.

Ethnicity	2015	2016	2017	2018	2019	2020
A White - British	232	243	254	259	254	260
B White - Irish	11	11	13	9	14	17
C White - Any other White background	148	159	157	153	173	175
D Mixed - White & Black Caribbean	0	<5**	<5**	0	0	0
E Mixed - White & Black African	<5**	<5**	6	<5**	6	<5**
F Mixed - White & Asian	<5**	7	<5**	<5**	<5**	<5**
G Mixed - Any other mixed background	<5**	5	7	7	5	<5**
H Asian or Asian British - Indian	90	92	100	86	98	126
J Asian or Asian British - Pakistani	13	13	13	15	19	16
K Asian or Asian British - Bangladeshi	<5**	<5**	5	5	<5**	<5**
L Asian or Asian British - Any other Asian background	20	23	25	25	26	33
M Black or Black British - Caribbean	<5**	<5**	<5**	<5**	0	<5**
N Black or Black British - African	10	10	10	6	11	8
P Black or Black British - Any other Black background	<5**	<5**	<5**	<5**	<5**	<5**
R Chinese	18	19	16	21	22	22
S Any Other Ethnic Group	13	15	14	16	15	27
Z Not Stated	<5**	6	35	62	75	66
Grand Total	570	613	662	672	729	768

Please note: ****Great Ormond Street Hospital for Children NHS Foundation Trust (the 'Trust')** is unable to respond to information where there have been fewer than five data subjects (<5**) covering the time period you have specified. The Trust is withholding this information under Section 40 (Personal Information) of the Freedom of Information Act (FOIA) 2000 in order to reduce the risk of identifying third party individuals.

The Trust believes providing this information would significantly increase the risk of third party individuals being identified. The Trust believes that Section 40(2) of the FOIA is therefore applicable for withholding the information where the disclosure of personal data could contravene their rights under the Data Protection Act (DPA) 2018. The Trust also has a duty of confidentiality and holds the view that Section 41(1) of the FOIA, where information has been provided in confidence, is applicable for the reasons that the information which was obtained by the Trust, has the necessary quality of confidence (being neither generally accessible nor trivial) and disclosure of this information to the public would give rise to an actionable breach of confidence under Section 41(1) of the FOIA. A breach of this expectation of confidentiality would have the effect of the information being processed unfairly regarding the personal data and confidentiality relating to third party information. Your request is therefore exempt under Section 40(2) and Section 41(1) of the FOIA

Please see the table below which shows the number of medical staff for the period 2015 to date broken down by gender.

Gender	2015	2016	2017	2018	2019	2020
Female	305	336	370	369	413	427
Male	265	277	292	303	316	341
Grand Total	570	613	662	672	729	768

Of these, how many took time off for mental health reasons? Please also break this down for each financial year by ethnicity and gender.

Great Ormond Street Hospital for Children NHS Foundation Trust (the 'Trust') is unable to respond to information where there have been fewer than five data subjects broken down by gender and year covering the time period you have specified. The Trust is withholding this information under Section 40 (Personal Information) of the Freedom of Information Act (FOIA) 2000 in order to reduce the risk of identifying third party individuals.

The Trust believes providing this information would significantly increase the risk of

third party individuals being identified. The Trust believes that Section 40(2) of the FOIA is therefore applicable for withholding the information where the disclosure of personal data could contravene their rights under the Data Protection Act (DPA) 2018. The Trust also has a duty of confidentiality and holds the view that Section 41(1) of the FOIA, where information has been provided in confidence, is applicable for the reasons that the information which was obtained by the Trust, has the necessary quality of confidence (being neither generally accessible nor trivial) and disclosure of this information to the public would give rise to an actionable breach of confidence under Section 41(1) of the FOIA. A breach of this expectation of confidentiality would have the effect of the information being processed unfairly regarding the personal data and confidentiality relating to third party information. Your request is therefore exempt under Section 40(2) and Section 41(1) of the FOIA

Please note

The information we have provided under the Freedom of Information Act 2000 is the information held on the date your request was received by the Trust.

We hope the information provided is sufficient and helpful in answering your questions, issues or concerns. Should you have any further queries in relation to this request, please do not hesitate to contact the FOI Team and quote the above reference number on any related correspondence.

Re-use of information

The information provided is Trust copyright. You may re-use this Great Ormond Street Hospital for Children NHS Foundation Trust copyright information in accordance with the Open Government Licence:

<http://www.nationalarchives.gov.uk/doc/open-government-licence/version/2/> (Please note that re-use of personal data is not allowed under this license.)

For information which is not Great Ormond Street Hospital for Children NHS Foundation Trust copyright, e.g. external websites, please contact the named party directly.

Yours sincerely

Freedom of Information team

Great Ormond Street Hospital for Children NHS Foundation Trust
Email: foiteam@gosh.nhs.uk

[Enclosed – Your rights – see next page]



NHS

**Great Ormond Street
Hospital for Children**
NHS Foundation Trust

Your Rights

Should you have any questions relating to the response you have received to your request for information, please do not hesitate to contact the FOI Team. Alternatively, you are entitled to make a request for an internal review within two months from the date of receiving our final response to your original request. You can also write to the Head of Quality & Safety at the following address:

Quality & Safety team
Great Ormond Street Hospital
LONDON
WC1N 3JH

If, however, you remain dissatisfied with the outcome of the internal review then you have the right to appeal to the Information Commissioner as the final stage of the FOI process. You can contact the Information Commissioner's Office at the following address:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Telephone: 0303 123 1113
Fax: 01625 524510