

Our Ref: NG/RM/26090
Date: 21st April 2026

Nicola Griffiths
Deputy Director of Governance
North Staffordshire Combined Healthcare NHS Trust
Lawton House
Bellringer Road
Trentham
ST4 8HH

Reception: 0300 123 1535

Dear

Freedom of Information Act Request

I am writing in response to your e-mail of the 15th March 2026. Your request has been processed using the Trust's procedures for the disclosure of information under the Freedom of Information Act (2000).

Requested information:

Under the Freedom of Information Act, I would like to request the following information which relates to nursing staff experiences of racial discrimination and racial abuse. Please include all nursing staff (all Agenda for Change Bands 2-9).

1. The number of racial discrimination or racial abuse incidents reported by nursing staff in your NHS Trust 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)
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 Trust broken down by each full calendar year 2022, 2023, 2024 and 2025, by ethnic group of member of nursing staff. Please categorise by the main ethnic groups used by the NHS Staff Survey - White, Mixed/ Multiple ethnic background, Asian/ Asian British, Black/ African/ Caribbean/ Black British, and Other ethnic group.

Please provide your response in Microsoft Excel format where possible.

Please see Appendix 1 attached.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review of the management of your request. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Dr Buki Adeyemo, Chief Executive, North Staffordshire Combined Healthcare Trust, Trust Headquarters, Lawton House, Bellringer Road, Trentham, ST4 8HH. If you are

not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely



Nicola Griffiths
Deputy Director of Governance

Number of incidents by year

	2022	2023	2024	2025	Grand Total
Abuse Via Social Media 3rd Party On St				4	4
Abuse Via Social Media Pt On St	6	6	3	14	29
Hate Crime - Race - 3rd Party To St			3	2	5
Hate Crime - Race - Pt To St			277	408	685
Racial - Abuse 3rd Party On St	5				5
Racial - Abuse Pt On St	288	212	86		586
Verbal - Abuse 3rd Party On St	16	70	79	38	203
Verbal - Abuse Pt On St	149	213	379	427	1168
Grand Total	464	501	827	893	2685

Ethnic Group of staff by year

	2022	2023	2024	2025	Grand Total
Any other Asian background	4		1	1	6
Any other Black background	5	1	1		7
Any other ethnic group	1				1
Any other White background			2	7	9
Asian or Asian British - Any other Asian Background			2		2
Asian or Asian British - Pakistani	1		2	8	11
Black African - Black Or Black British	49	46	130	129	354
Black or Black British - African	4	9	6	3	22
Black or Black British - Caribbean	1				1
Black Or Black British - Other Black Background	3	2	4	1	10
British - White	157	218	325	337	1037
Chinese - Other Ethnic	4	1	2		7
Irish - White	1		7	8	16
Mixed - White And Asian		1			1
Not Known	30	13	5	13	61
Not Stated	5	7	11	5	28
Other Asian - Asian Or Asian British	16	7	13	19	55
Other Black - Black Or Black British	1	2	3	18	24
Other Mixed - Mixed	1	1	2	2	6
Other White - White	3	2	10	3	18
Pakistani - Asian Or Asian British	6	9	9	22	46
White - British	2	10	15	16	43
White & Asian - Mixed			3		3
White & Black African - Mixed	2	3	2	2	9
White & Black Caribbean - Mixed	5	4	6	5	20
Grand Total	301	336	561	599	1797