

Ref: FOI/2973

29 April 2020

Mr M Waite
c/o request-657006-17aaf456@whatdotheyknow.com

Ambulance Service Headquarters
Waterfront Business Park
Brierley Hill
West Midlands
DY5 1LX
Tel: 01384 215555
website: www.wmas.nhs.uk

Dear Mr Waite,

REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000

Further to your enquiry, which we received on 29 March 2020, you requested the following information:

1) Please provide the disciplinary policy that applies to allegations of racist behaviour against staff.

2) What disciplinary action would be considered appropriate where allegations of racist behaviour by a member of staff were proven, for example:

- i) A muslim member of staff being referred to as a terrorist and having a bomb in their bag;**
- ii) A member of the public being referred to by a racist derogatory term;**
- iii) A member of staff declaring that they "don't like muslims";**
- iv) A member of staff the dismissing concerns of a BAME student about an offensive term with the phrase slavery ended two hundred years ago;**
- v) A member of staff telling a BAME member of staff that they only achieved because of the colour of their skin;**
- vi) The use of Adolf Hitler as an example of great leadership in a WMAS management training assessment centre;**
- vii) The posting of racist and white supremacist material on personal social media?**

3) Does West Midlands Ambulance Service have a zero tolerance policy towards racist behaviour from staff?

4) If West Midlands Ambulance Service does have a zero tolerance policy towards racist behaviour from staff, what does that mean in practice?

5) Does West Midlands Ambulance Service consider that holding and sharing racist views is compatible with continued employment by West Midlands Ambulance Service?

6) Does West Midlands Ambulance Service consider that the employment of front line clinicians that hold racist views constitutes a risk to the BAME patients that they serve?

Response

Please find attached the Trusts Disciplinary Policy and Procedure, Dignity at Work Policy, Equal Opportunities Policy and the Equality and Inclusion Strategy which will answer your information request.

If you are dissatisfied with our response you have the right to appeal in line with guidance from the Information Commissioner:

In the first instance you may write to the Chief Executive Officer of this Trust

- Anthony Marsh
Regional Headquarters
Millennium Point
Waterfront Way
Brierley Hill
West Midlands
DY5 1LX
Tel: 01384 215555

The Chief Executive Officer will then appoint a nominated deputy to oversee and respond to the appeal with their approval.

Should you disagree with the contents of this letter you have the right to appeal to the Information Commissioner at:

- Information Commissioner's Office,
Wycliffe House,
Water Lane,
Wilmslow,
Cheshire.
SK9 5AF
Tel: 0303 123 1113
www.ico.org.uk

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

Aimee Summers
Freedom of Information Officer