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Our ref: FOI – 5155

Date: 12 February 2019

Direct Line: 024 76968771  
[www.uhcw.nhs.uk](http://www.uhcw.nhs.uk)

By email only

Dear

We write further to your request for information under the Freedom of Information Act dated 16<sup>th</sup> January 2019. We have set out your request, together with our response below.

1. Please advise for each of the years how many grievances were lodged by trust staff?

- **2018/2019 – 7 grievances**
- **2017/2018 – 16 grievances**
- **2016/2017 – 10 grievances**
- **2014/2015 – 8 grievances**
- **2013/2014 – 16 grievances**

2. For the total number of grievances in the period 2013/14 to 2018/19 year to date, please advise how many of the grievances were upheld.

**14 grievances were upheld.**

3. If the information is held centrally,

a) Please give a broad breakdown of the demographics of staff who raised grievances in the whole period (2013/14 to 2018/19 year to date)

**Total Number of grievances 65**

**Gender:**

- **Female – 53**
- **Male - 14**

**Ethnic Origin:**

- **White British – 38**
- **Not stated – 10**



- **Mixed White Asian British – Indian – 1-10**
- **White Irish 1-10**
- **Any Other – 1-10**
- **White English – 1-10**
- **Mixed White Asian British – Pakistani – 1-10**
- **Mixed White Asian British – Any Other – 1-10**
- **Black or Black British – Caribbean – 1-10**
- **Chinese – 1-10**
- **Filipino- 1-10**

**Please note that due to the availability of inferred or derived information from other sources, there may be a risk of identification owing to the very low numbers involved. For this reason, we are only able to provide you with aggregated answers.**

b) Please give a broad breakdown of the types of grievances raised in the whole period (2013/14 to 2018/19 year to date)

- **Disability**
- **Organisational change**
- **Working conditions**
- **Policy and procedure**
- **Racial**
- **Sexual orientation**
- **Job evaluation**

As we have provided the information that we do hold your request is now closed. We trust that this is satisfactory but if you are dissatisfied with the way that it has been handled you have the right to ask for an internal review. 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: Geoff Stokes, Director of Corporate Affairs, UHCW, Clifford Bridge Road, Coventry CV2 2DX.

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

Andrea Phillips  
**FOI & Access to Health Records Manager**