In response to your Freedom of Information request regarding claims against the equality act 2010, please find below the answers to the questions you asked.

1. In the last three financial years, how many NHS employees at your trust have put forward a legal claim for discrimination under the Equalities Act 2010? This also includes sexual harassment. Please break down by financial year for 2013-14, 2014-15, and 2015-16. This includes claims which have later been dropped.

2. For each claim made, please state:
   o The nature of the discrimination (e.g. sexual harassment, sex discrimination, disability discrimination, transgender discrimination etc.)
   o Whether or not the claim went to tribunal (if applicable, for instance cases of unfair dismissal)
   o The outcome (if applicable/decided) and the amount of compensation paid (if applicable)

3. In the last three financial years (2013-14, 2014-15, and 2015-16), how much money as totals has been paid out following discrimination claims made by staff at your trust? This information is separate to the above information detailed in 1. and 2., as it may refer to claims from previous years. Please provide this information broken down by the financial years above. I would be grateful if for each year, you could also list the amounts paid in legal fees, broken down by legal firm.

This is a zero return – we have had no Equality Act claims lodged against The Royal Orthopaedic Hospital NHS Foundation Trust in any of the 2013/14, 14/15 or 15/16 financial years.

I hope that this response answers your request, however please let me know if it does not.

If you are unhappy with the Trust’s response you can appeal to:

Jo Chambers, Chief Executive
The Royal Orthopaedic NHS Foundation Trust
Trust Headquarters
Bristol Road South
Birmingham
B31 2AP

If you then remain dissatisfied, you have the right under section 50 of the Freedom of Information Act to apply to the Information Commissioner to seek resolution to the matter.

Further details can be found on the website: http://www.informationcommissioner.gov.uk/
Yours sincerely

Simon Grainger-Lloyd
Associate Director of Governance & Company Secretary