

## Freedom of Information request 247-22

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### Request

I request the following under the Freedom of Information (Scotland) Act 2002.  
Please disclose all and any information concerning:

- A) All incidences at this organisation of anti French racism.
- B) All incidences at this organisation of anti Catholic sectarianism.
- C) All incidences at this organisation of anti Learning disabled ablism.
- D) All initiatives at this organisation to promote appreciation of the French identity.
- E) All initiatives at this organisation to promote appreciation of the Catholic faith.
- F) All initiatives at this organisation to promote appreciation of Learning disability.
- G) All receptions at this organisation of French people.
- H) All receptions at this organisation of Catholic people.
- I) All receptions at this organisation of Learning disabled people.

Between 12/10/2021 - 30/5/2022

### Clarification received:

**All initiatives to promote appreciation means all measures taken by the organisation to promote to the staff of the organisation appreciation of all the protected characteristics at D, E and F.**

**All receptions mean all processes undertook to ensure acceptance, admittance or welcoming of persons as described at G, H and I into the hospital workforce or grounds.**

### Response

- A. NHS Borders has no recorded complaints or incidences of anti French racism within the organisation during the period 12/10/2021 - 30/5/2022.
- B. NHS Borders has no recorded complaints or incidences of anti Catholic racism within the organisation during the period 12/10/2021 - 30/5/2022.
- C. NHS Borders has no recorded complaints or incidences of anti Learning Disabled racism within the organisation during the period 12/10/2021 - 30/5/2022.
- D. No specific initiatives but there was a support programme commencing in 2019 for our staff from EU countries and their line managers in the run up to the Brexit EU settlement scheme deadlines of 31 December 2020 and 30 June 2021
- E. No specific initiatives but our Equal Opportunities Policy confirms our desire to eliminate discrimination on the basis of an individual's religion or belief. NHS Borders works within the current legal framework:

- Employment Equality (Religion or Belief) Regulations

designed to combat discrimination in relation to people's religion or belief, or absence of religion or belief.

- F. NHS Borders has a dedicated Learning Disability Hospital Liaison Nurse; this post helps to promote appreciation of Learning Disability.

At staff organisational induction there is a dedicated slot ascribed to informing staff on the needs of people with a Learning Disability.

Within the staff training framework there is a specific Learnpro module relating to Learning Disability developed by the Learning Disability Hospital Liaison Nurse.

- G. Our Equal Opportunities Policy confirms our desire to eliminate discrimination on the basis of an individual's nationality, and there is a specific e-learning module relating to Equality and Diversity.
- H. Within our induction programme there is a dedicated slot on Equality and Diversity including the protected characteristics of Religion and Belief. Within the staff training framework there is a specific e-learning module relating to Equality and Diversity.
- I. NHS Borders has a dedicated Learning Disability Hospital Liaison Nurse; this post helps to ensure acceptance, admittance or welcoming of persons with a Learning Disability into the hospital workforce or grounds.

We are participants in Project SEARCH, an employability programme which serves young people with significant intellectual and developmental disabilities. Acceptance into Project SEARCH is a means to provide supported work experience with a view to future competitive employment. The Project SEARCH programme commenced in NHS Borders in 2016 and so far there have been 48 participants and currently 8 project SEARCH interns. More details are available from the NHS Borders website [projectSEARCH](http://projectSEARCH.scot.nhs.uk) (scot.nhs.uk)

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or [foi.enquiries@borders.scot.nhs.uk](mailto:foi.enquiries@borders.scot.nhs.uk).

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **247-22** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.