



Friday 21st August 2015

Dear Sir/Madam

This is a request under the Freedom of Information Act.

The Royal College of Midwives (RCM) is undertaking research into the involvement of midwives in disciplinary proceedings and would like to make a request, under the Freedom of Information Act for the following information:

1. How many midwives, by headcount and broken down by the following ethnic groups and time periods, were employed by your trust?

	On the 1st July 2015
Ethnic Group	Total Headcount
Asian/Asian British	4
Black/Black British	90
Chinese	0
Mixed	6
White	123
Other	1
Unknown	4
Total	228

2. How many midwives employed by your trust by headcount and broken down by the following ethnic groups and time periods were the subject of disciplinary proceedings (including investigations and capability procedure proceedings)?

	From 1st July 2014 - 30th June 2015
Ethnic Group	Total Headcount
Asian/Asian British	
Black/Black British	2
Chinese	
Mixed	
White	
Other	
Unknown	
Total	2

3. Of the midwives who were the subject of disciplinary proceedings (including investigations and capability procedure proceedings), how many, by headcount and broken down by the following ethnic groups and time periods, were suspended or otherwise excluded from employment?

	From 1st July 2014 - 30th June 2015
Ethnic Group	Total Headcount
Asian/Asian British	
Black/Black British	
Chinese	
Mixed	
White	
Other	
Unknown	
Total	N/A

4. Of the midwives who were the subject of disciplinary proceedings (including investigations and capability procedure proceedings) how many, by headcount and broken down by the following ethnic groups and time periods, had no further action taken against them?

	From 1st July 2014 - 30th June 2015
Ethnic Group	Total Headcount
Asian/Asian British	
Black/Black British	
Chinese	
Mixed	
White	
Other	
Unknown	
Total	N/A

5. Of the midwives who were the subject of disciplinary proceedings (including investigations and capability procedure proceedings) how many, by headcount, broken down by the following ethnic groups and time periods, received an informal warning?

	From 1st July 2014 - 30th June 2015
Ethnic Group	Total Headcount
Asian/Asian British	
Black/Black British	
Chinese	
Mixed	
White	
Other	
Unknown	
Total	N/A

6. Of the midwives who were the subject of disciplinary proceedings (including investigations and capability procedure proceedings) how many, by headcount and broken down by the following ethnic groups and time periods, received a first written warning?

	From 1st July 2014 - 30th June 2015
Ethnic Group	Total Headcount
Asian/Asian British	
Black/Black British	
Chinese	
Mixed	
White	
Other	
Unknown	
Total	N/A

7. Of the midwives who were the subject of disciplinary proceedings (including investigations and capability procedure proceedings) how many, by headcount and broken down by the following ethnic groups and time periods, received a final written warning?

	From 1st July 2014 - 30th June 2015
Ethnic Group	Total Headcount
Asian/Asian British	
Black/Black British	
Chinese	
Mixed	
White	
Other	
Unknown	
Total	N/A

8. Of the midwives who were the subject of disciplinary proceedings (including investigations and capability procedure proceedings) how many, by headcount and broken down by the following ethnic groups and time periods, were dismissed?

	From 1st July 2014 - 30th June 2015
Ethnic Group	Total Headcount
Asian/Asian British	
Black/Black British	
Chinese	
Mixed	
White	
Other	
Unknown	
Total	N/A

9. Of the midwives who were the subject of disciplinary proceedings (including investigations and capability procedure proceedings) how many, by headcount and broken down by the following ethnic groups and time periods, are still ongoing i.e. no outcome has been reached?

	From 1st July 2014 - 30th June 2015
Ethnic Group	Total Headcount
Asian/Asian British	
Black/Black British	1
Chinese	
Mixed	
White	
Other	
Unknown	
Total	1

Thank you in advance for your assistance. I look forward to hearing within 20 working days.

Please email your acknowledgement and response to Amy.Leversidge@rcm.org.uk . If you prefer to respond by post, please send your acknowledgement and response to: Amy Leversidge, Policy, Employment Relations and Communications, The Royal College of Midwives, 15 Mansfield Street, London W1G 9NH

Yours sincerely



Amy Leversidge
Employment Relations Advisor
The Royal College of Midwives