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By email

minhalexander@aol.com

Our ref: 23/02/lh/905

6 April 2018

Dear Dr Alexander

Re: Race Equality at PHE

Thank you for your email dated 23 February 2018. Your email has been handled as a request for information under the Freedom of Information (FOI) Act.

In accordance with Section 1(1) (a), I can confirm that PHE does hold the information you have specified.

You asked:

1. Please advise if Public Health England has undertaken any review of its Equalities practice and governance since the Employment Tribunal found institutional racism in the case of Dr Babafemi v PHE.

If so, please advise what action has been undertaken and please share any relevant reports.

2. If PHE has undertaken any review or analysis on the experience and treatment of its BME staff in the last five years, please provide details and disclose the relevant reports.

3. Please also advise whether there has been any correspondence between Duncan Selbie and Chris Wormald DHSC permanent secretary on the matters arising from the ET decision in the Oshin v PHE case, and disclose the correspondence.

4. Please provide the internal risk assessment report, cost-benefit analysis, or equivalent, on the closure of the St Austell office that featured in the ET's judgment on Oshin v PHE.

I have redacted a small amount of third party information from the attached disclosure, in line with Section 40- *personal information*, exemption of the Freedom of Information Act 2000.

1. The Employment Tribunal did not make a finding of institutional racism, something that Judge Housego made clear personally at the remedies hearing in April 2017 at the Exeter Employment Tribunal, stating that he had deliberately stopped short of using this term. The Tribunal accepted PHE's suggestion at that hearing that Professor Richard Parish, a non-executive member of PHE's Advisory Board, should be commissioned to undertake an independent review taking into account their two judgments. PHE commissioned this promptly and the terms of reference are enclosed. Professor Parish will contribute his review once he has fully recovered from a recent serious illness.
2. We monitor feedback from all our staff annually via the Civil Service staff survey. The report due to be published imminently is: NHS Workforce Race Equality Standard: 2017 Data Analysis Report for National Healthcare Organisations. This report is for arm's length bodies of the Department of Health and Social Care, which includes PHE's results.

We were identified as one of the UK's Top 100 Employers in the Race for Opportunity /Business in the Community Race Equality Awards in 2017. Sixteen BAME staff participated in BITC mentoring circles. A copy of the presentation to the PHE Advisory Board in February 2018 is attached.

3. No.
4. The Government's Estate Strategy commits to creating an effective and efficient government estate which contributes to the growth agenda, whilst providing value for money for the taxpayer, reducing our environmental impact, and ultimately transforming the way civil servants work. Please refer to the Consultation Document attached.

In addition to the above there had not been a lease in place for St Austell and notice had been given meaning that PHE was not able to remain as occupants after 30 June 2015.

If you have any queries regarding the information that has been supplied to you, please refer your query to me in writing in the first instance. If you remain dissatisfied and would like to request an internal review, then please contact us at the address above or by emailing foi@phe.gov.uk.

Please note that if you have the right to an independent review by the Information Commissioner's Office if a complaint cannot be resolved through the PHE complaints procedure. The Information Commissioner's Office can be contacted by writing to Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely,

Melissa McMahon
FOI Team

Attachments:
Terms of Reference document
Advisory Board Presentation
Consultation document