

Email: foi.tsdf@nhs.net
Our Ref: TSD10849

12 October 2026

Dear Sir/Madam

Request for Information

We are writing to confirm that we have now completed our search for the information you requested.

A copy of the information is below:

Please provide a brief update against the items below. For each, please indicate:

- **Status:** implemented / partly implemented / not yet implemented / not applicable.
- **Brief explanation:** action taken and, where outstanding, the next step and expected date.
- **Evidence:** a link to an existing policy, board paper or other relevant document, where available.

A short response against each item is sufficient; there is no need to prepare a separate report. Please identify any action dependent on national guidance. This can be sent via an email reply.

Recommendation 1 — Anti-racism principles

Adopting the seven NHS Race and Health Observatory workforce principles.

[Recommendation has been accepted and is in the process of implementation.](#)

Recommendation 3 — WRES and Jewish staff experience

Monitoring measurable WRES action plans, addressing persistent inequalities, publishing plans and discussing them annually at a public board meeting; examining Jewish staff survey data alongside WRES indicators.

[The Trust continues to monitor WRES and WDES data through its governance processes and is considering future action planning in line with anticipated national updates to the WRES and WDES frameworks.](#)

Recommendation 4 — Leadership accountability

Holding boards and leaders accountable for race equality and staff experience, with publicly visible performance metrics.

[Recommendation has been accepted and is in the process of implementation.](#)

Recommendation 5 — Oversight of racism investigations

Board oversight through annual reporting, examination of recurring problems and monitoring of resulting actions.

[Recommendation has been accepted and is in the process of implementation.](#)

Recommendation 7 — Leadership objectives

Explicit, measurable equality, diversity and inclusion objectives for all board members and senior leaders, assessed with reference to the Observatory's principles.

[This recommendation has been accepted and is in place.](#)

Recommendation 8 — Political identifiers

Local policies setting out which political identifiers are acceptable.

[This work is currently in progress.](#)

Recommendation 9 — Staff expectations

Ensuring staff, volunteers and subcontracted staff know about and can access anti-racism and inclusion requirements.

[This recommendation has been implemented and in place.](#)

Recommendation 10 — IHRA definition of antisemitism

Formally adopted the International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism in full, including its accompanying illustrative examples.

[Formally adopted the International Holocaust Remembrance Alliance \(IHRA\) working definition](#)

Recommendation 12 — Complaints handling

Training PALS and complaints handlers on racism complaints, and sharing information and trends with relevant teams and leaders.

[Work is in progress](#)

Recommendation 13 — Investigations and staff support

Developing local skills and cultural capability to handle racial harassment and discrimination, investigate concerns and support staff. Please identify any national framework currently used.

[Work is in progress](#)

Recommendation 14 — Early resolution

Taking account of the relevant ACAS code and considering early intervention and resolution routes.

[Work is in progress](#)

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If you wish to discuss any of the above, please contact us, quoting the FOI reference number above.

If you are unhappy with the way in which we have handled your request, please contact the Data Protection and Freedom of Information Lead in the first instance. If you wish to make a formal complaint, you should write to our Complaints Manager at Torbay and South Devon NHS Foundation Trust, First Floor Bowyer Building, Torbay Hospital, Torquay TQ2 7AA or by email to tsdft.feedback@nhs.net

If you are not content with the outcome of your complaint or the internal review, you may apply directly to the Information Commissioner for a decision. Generally, the Information Commissioner will only make a decision once you have exhausted the complaints and/or internal review process provided by us. The Information Commissioner can be contacted at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or through this link <https://ico.org.uk/global/contact-us/>

Yours sincerely,

Freedom of Information Team