

Date: 08/11/2017

FREEDOM OF INFORMATION REQUEST FOI/013727 - Allegations of sexual harassment

How many allegations have you received against your staff which contain an element of sexual harassment and/or inappropriate sexual behaviour during each of the following financial years.

2012/13

2013/14

2014/15

2015/16

2016/17

Please provide a breakdown for each of the above financial years stating the outcome of the investigations including any action taken.

It is the Trust's responsibility to create an environment and culture in which neither harassment nor inappropriate behaviour is tolerated and in which the dignity of individuals is safeguarded and respected.

The Trust has a Dignity at Work Policy and a Disciplinary Policy in place which makes it very clear that The Trust expects its employees to act professionally and in accordance with the Trust's values and standards of behaviour/professional codes of conduct. Conduct that is deemed unacceptable is managed under these policies. Incident reporting processes are in place to ensure that any incidents of allegation of harassment or inappropriate behaviour are investigated swiftly and robustly. Any concerns raised under the scope of the policies are treated seriously, sensitively, confidentially and objectively.

When responding to FOI requests we are not required to provide information held if it would contravene any provisions of the Data Protection Act. In this instance we feel that the release of information in response to this request would contravene the first data protection principle (a requirement to process data fairly and lawfully). Any individual reporting such a sensitive incident would expect the information to be kept confidential to the reporting and investigation process and not be released in the public domain, which could inadvertently cause them further harm or distress.

For the financial years 2012/13, 2013/14, and 2014/15 the information was not held centrally in an electronic database but was held within hardcopy individual personal files which are exempt under section 40 of the Act - Personal Information.

For financial years 2015/16 and 2016/17 due to the very low number of incidents reported over those two financial years, the Trust is applying section 40(2) data protection as we feel that the release of information in response to this request would contravene the first data protection principle (a requirement to process data fairly and lawfully)