

Date: 07/02/2019

FREEDOM OF INFORMATION REQUEST FOI/014614 - Sexual harassment

I would like to request the following information under the Freedom of Information Act:

- How many MHPS [Managing High Professional Standards] (or comparable process) investigations into doctors the trust has commenced during each year in the period 2013 to 2018 (i.e 2013, 2014, 2015, 2016, 2017 and 2018) as the result of allegations of sexual harassment or inappropriate sexualised behaviour towards doctor colleagues.
- How many MHPS [Managing High Professional Standards] (or comparable process) investigations into doctors the trust has commenced during each year in the period 2013 to 2018 (i.e 2013, 2014, 2015, 2016, 2017 and 2018) as the result of allegations of sexual harassment or inappropriate sexualised behaviour towards other clinical colleagues (excluding doctors).
- Of the number commenced each year, please confirm how many allegations were upheld.
- In each case where an allegation was upheld, please confirm the sanction, if any, imposed upon the doctor in question.

The Trust does not record cases of sexual harassment/sexual offences specifically. Such cases involving Doctors would be dealt with in line with the Trust's Managing High Professional Standards Policy. Information in relation to upheld allegations and sanctions is held on personal files which are not held centrally and are not accessible under the Freedom of Information Act. Any dismissal case would be deemed Gross Misconduct and would not be broken down by offense i.e. sexual harassment.

It is the Trust's responsibility to create an environment and culture in which harassment is not tolerated and one in which the dignity of individuals is safeguarded and respected. The Trust has a Managing High Professional Standards Policy in place which makes it very clear that the Trust expects its Doctors 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 this policy.