

Date: 28/02/2019

FREEDOM OF INFORMATION REQUEST 014663

I write to request the following under freedom of information laws:

1. For each of the last five calendar years, 2014, 2015, 2016, 2017 and 2018, please state the number of allegations received of:

- a. Sexual misconduct
- b. Sexual harassment
- c. Sexual assault
- d. Rape

- The Trust does not record any cases of a sexual nature specifically. Such cases would be dealt with in line with the Trust's Disciplinary policy.

2. For each of the above allegations received, please state:

- a) Whether the alleged victim was a member of the public, patient or health worker
- b) Whether the alleged perpetrator was a member of the public, patient or health worker
- c) Brief details of allegations
- d) Outcome of case ie for instance if the alleged perpetrator was a member of staff were they cautioned, disciplined or sacked
- e) Whether allegation was referred to police

3. For each of the last five calendar years, 2014, 2015, 2016, 2017 and 2018, please state the number of allegations received where the alleged victim was under the age of 18 of:

- a) Sexual misconduct
- b) Sexual harassment
- c) Sexual assault
- d) Rape

4. For each of the above allegations received re alleged victims under 18, please state:

- a) Whether the alleged victim was a member of the public, patient or health worker
- b) Whether the alleged perpetrator was a member of the public, patient or health worker
- c) Brief synopsis of allegations
- d) Outcome of case ie for instance if the alleged perpetrator was a member of staff were they cautioned, disciplined or sacked
- e) Whether allegation was referred to police

5. Please state the number of non-disclosure agreements your organisation holds with current or former staff which involve or relate to sexual misconduct, sexual harassment, sexual assault, rape or other sexual offences. For each of these, please state the number and financial value of the settlements.

- None.

Please provide any official definitions your organisation uses to classify allegations of a sexual nature and any official guidance/flowcharts for dealing with such cases.

- Any dismissal case would be deemed Gross Misconduct and would not be broken down by offense i.e. an offense of a sexual nature.

- Information relating to disciplinary outcomes is held on personal files which are not held centrally.

- It is the Trust's responsibility to create an environment and culture in which inappropriate conduct of a sexual nature is not tolerated and one 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