

Date: 29/03/2022

FREEDOM OF INFORMATION REQUEST FOI/016103 – Sexual assault

Q1.) For each of the past five years please state the number of complaints reported by members of staff (including locums, agency workers or casual staff) against other members of staff received of:

2016 2017 2018 2019 2021

Sexual Misconduct

Sexual Harassment

Sexual Assault

Rape Allegation

Q2.) By year for each of the complaints recorded above can you state the outcome following each allegation:

a) Complaint withdrawn

b) Insufficient evidence to make a finding of fact.

c) Perpetrator cautioned  or similar note made on their employment file

d) Disciplinary action

e) Sacked

Q3.) By year can you state in each category in the table how many of the complaints were referred to the police?

Q4.) By year, please state the number of settlement/compromise agreements which contain non-disclosure clauses your organisation made with current or former staff which involve or relate to sexual misconduct, sexual harassment, sexual assault, rape. For each of these, please state the number and financial value of the settlements.

The Trust can only provide the information from November 2019, before this the information was not held centrally it was held within individual personnel records so a report cannot be run for information prior to 2019.

As per NHS Digital rules the Trust does not publish numbers lower than 5 as this could lead to the identification of the persons involved and in this instance the number is less than 5, Exemption Section 40(2) of the Freedom of Information Act is applied.

Any allegations would be managed in line with the Trust's Dignity at Work policy and the Disciplinary policy