

Date: 15/11/2017

FREEDOM OF INFORMATION REQUEST FOI/013749 – Sexual harassment

For each of the past five financial years (2012/13-16/17) please tell me the following:

1. The total number of allegations of sexual harassment your trust has recorded in each of the last five years broken down by year.
2. For each of the five years please break those totals down to the following:
Patient on staff sexual harassment
Staff on staff sexual harassment
Staff on patient sexual harassment
Patient on patient sexual harassment
3. Alongside each of the categories listed in 2, please state the outcome of the complaint. For example unsubstantiated, written warning, dismissed, training requirement, police informed.
Please note all of the data I'm requesting should be presented as anonymised totals so that individuals cannot be identified.

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)