

Freedom of Information request 013916

22/2/18

I'm writing to request the following information from The Dudley Group NHS Foundation Trust under the Freedom of Information Act 2000. The questions relate to sexual harassment in the workplace. For each question please answer for the last three calendar years - 2017, 2016 and 2015 - and according to the specified breakdown.

Please see response below

1. How many staff have been the subject of complaints about sexual harassment or abuse [of a sexual nature] in the workplace in each of the last three calendar years?

2017
2016
2015

Please break down the figures to show how many for each year are:

- a) Junior doctors
- b) Senior doctors
- c) Nurses
- d) Other medical staff
- e) Male
- f) Female

2. How many staff have been disciplined about sexual harassment or abuse in the workplace in each of the last three calendar years including given a written warning?

2017
2016
2015

Please break down the figures to show how many for each year are:

- a) Junior doctors
- b) Senior doctors
- c) Nurses
- d) Other medical staff
- e) Male
- f) Female

3. How many staff have been sacked for sexual harassment or abuse in the workplace in the last three calendar years?

2017
2016
2015

Please break down the figures show how many for each year are:

- a) Junior doctors
- b) Senior doctors
- c) Nurses
- d) Other medical staff
- e) Male
- f) Female

4. Of those that were sacked for sexual harassment or abuse in the workplace in the last three calendar years, how many were sacked for gross misconduct?

2017
2016
2015

Please break down the figures show how many for each year are:

- a) Junior doctors
- b) Senior doctors
- c) Nurses
- d) Other medical staff
- e) Male
- f) Female

5. How many staff members have made a complaint about sexual harassment or abuse by another member of staff in the last three calendar years?

2017
2016
2015

Please break down the figures to show for each year how many of the complainants are:

- a) Junior doctors
- b) Senior doctors
- c) Nurses
- d) Other medical staff
- e) Male
- f) Female

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 calendar years 2015, 2016 and 2017 due to the very low number of incidents reported over those three calendar 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)