

Date: 25/01/2019

FREEDOM OF INFORMATION REQUEST FOI/014542 – Bullying and sexual harassment

I am writing to you to request the following information.

\*\* I am using financial years as I know this is how the NHS calendar works. Please provide a response accordingly.\*\*

- How many cases of bullying and sexual harassment/ sexual offences have been reported to your NHS trust about NHS staff over a five-year period (2013,14, 2014-15, 2015-16, 2016-17, 2017-18)? Please break this down by year and say whether it was a case of bullying or sexual harassment/ offences.

The Trust can only provide information for the financial years 2015/16, 2016/17 and 2017/18. Due to the low numbers the Trust has added the numbers together of which there were 9 cases of bullying reported during the three years listed. The Trust does not record cases of sexual harassment/sexual offences specifically. Such cases would be dealt with in line with the Trust's Disciplinary policy.

- Please can you say the gender of the accuser and those being accused, as well as giving a description of the accuser and accused's job title and seniority level.

The Trust is unable to release this data given it is identifiable information. When responding to FOI requests, the Trust is not required to provide information that contravenes any provisions of the Data Protection Act.

- How many people over a five-year period (2013,14, 2014-15, 2015-16, 2016-17, 2017-18) were dismissed or disciplined as a result of bullying and sexual harassment/ any sexual offences? Please break this down by year and offence, and say the job title of those affected, as well as their seniority level.

Any dismissal case would be deemed Gross Misconduct and would not be broken down by offense i.e. bullying. This information is held on personal files which are not held centrally.

It is the Trust's responsibility to create an environment and culture in which neither bullying or harassment is 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.

- How many non-disclosure agreements were issued in bullying/ harassment cases over a five-year period (2013,14, 2014-15, 2015-16, 2016-17, 2017-18)? Please break this down by year and provide any information about the nature of the complaint.

None.