

Date: 18/01/2022

FREEDOM OF INFORMATION REQUEST FOI/015997 – Sexual harassment

Please confirm how many reports of third-party sexual harassment your Trust has received from staff members between 31 October 2013 and 31 October 2021. - 8

Does your Trust have a policy to manage third-party sexual harassment?

If your Trust has a policy on third-party sexual harassment, what were the outcomes of any complaints made to you by staff members?

If it does not push the request over the cost limit please provide a summary of the allegation (such as inappropriate touching, inappropriate messages or rape) and the outcome, including what disciplinary action, if any, was taken.

Additionally, if it does not push the request over the cost limit, please provide the race and gender of both the person making the allegation and who the allegation was against.

Information is from 2016. Before this information was held within individual personnel records so a report cannot be run for information prior to this.

- Responses to Freedom of Information requests are available for anyone to view so to provide information on outcomes or summaries of allegations would make this information potentially personally identifiable so the Trust is not providing this information under exemption section 40 (ii) of the Freedom of Information Act

Do you record allegations of third party sexual harassment against catering staff working in your Trust?

- **Information not available, catering staff are not Trust staff they are employed by our Private Finance Initiative Partners Summit Healthcare and Mitie.**

If yes to Q1, how many allegations of third party sexual harassment have been made by catering staff working in your Trust between 31 October 2013 and 31 October 2021?

If yes to Q1, does your Trust have a policy to manage third-party sexual harassment?

If yes to Q1 and Q3, what were the outcomes of any complaints made to you by staff members?

If it does not push the request over the cost limit please provide a summary of the allegation (such as inappropriate touching, inappropriate messages or rape) and the outcome, including what disciplinary action, if any, was taken.

Additionally, if it does not push the request over the cost limit, please provide the race and gender of both the person making the allegation and who the allegation was against