

Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ

Ref: FOI-112025-0002022

Date: 5.1.26

Address / Email:

Dear

Request Under Freedom of Information Act 2000

Thank you for requesting information under the Freedom of Information Act 2000.

Under the Freedom of Information Act 2000 I hereby request the information set out from your Trust. I am conducting research into the prevalence of violence and aggression (V&A) towards all levels of NHS staff and researching the increase since the COVID-19 pandemic. Please provide the information for the time periods specified unless otherwise stated.

Definition / scope:

For clarity, by "violence and aggression" I mean incidents reported as directed **against staff** (including physical assault, verbal threats/abuse, threatening behaviour, sexual assault, hate incidents, antisocial behaviour, security etc.). Please include incidents occurring across all NHS-funded services delivered by the Trust (acute, ambulance, mental health, community, etc.). If any item cannot be provided for legal, commercial, or personal data reasons, please state the exemption relied upon.

1 - Incident / risk management system

- a. Which integrated incident/risk management system does the Trust currently use (e.g. Datix, Ulysses, Radar, InPhase, other)? Please give the product name and vendor.
- b. If more than one system is used by different services (e.g. mental health vs acute), list each system and which services use it. - **Datix**

2 - Violence prevention lead / security manager

- a. Who is the Trust's designated Violence Prevention Lead and/or Security Manager? Please supply name and job title. - **Ian Huntley Local Security Management Specialist**
- b. If the Trust does not have a designated single lead, please state the department or team responsible. - **N/A**

3 - Contact email

- a. Please provide the official work email address for the person named in (2) or the generic team email for the role (e.g. security@trust.nhs.uk). - **i.huntley@nhs.net**
- b. If personal data prevents disclosure of an individual's email address, please provide an appropriate alternative contact (team mailbox is preferable). - **N/A**

4 - Reporting categories

- a. Within your incident reporting system, what exact subcategories are used under the main "violence and aggression" (V&A) category? Please give the verbatim list of subcategory labels used (for

example: “Verbal abuse”, “Physical assault”, “Threatening behaviour”, “Sexual assault”, “Hate incident”, etc.).

- See list below

Violence and Aggression

- **Patient towards patient**
 - **Disability Abuse/Discrimination**
 - **Gender Abuse/Discrimination**
 - **Physical Abuse or Assault**
 - **Physical Abuse or Assault with Weapon**
 - **Racial Abuse/Discrimination**
 - **Sexual Abuse/Discrimination**
 - **Verbal Abuse**
 - **Violence and Aggression due to medical condition**
 - **Aggressive, Intimidating or Inappropriate Behaviour**
- **Patient towards staff**
 - **Disability Abuse/Discrimination**
 - **Gender Abuse/Discrimination**
 - **Physical Abuse or Assault**
 - **Physical Abuse or Assault with Weapon**
 - **Racial Abuse/Discrimination**
 - **Sexual Abuse/Discrimination**
 - **Verbal Abuse**
 - **Violence and Aggression due to medical condition**
 - **Aggressive, Intimidating or Inappropriate Behaviour**
- **Patient towards visitor/member of the public**
 - **Disability Abuse/Discrimination**
 - **Gender Abuse/Discrimination**
 - **Physical Abuse or Assault**
 - **Physical Abuse or Assault with Weapon**
 - **Racial Abuse/Discrimination**
 - **Sexual Abuse/Discrimination**
 - **Verbal Abuse**
 - **Violence and Aggression due to medical condition**
 - **Aggressive, Intimidating or Inappropriate Behaviour**
- **Staff to visitor/member of the public**
 - **Disability Abuse/Discrimination**
 - **Gender Abuse/Discrimination**
 - **Physical Abuse or Assault**
 - **Physical Abuse or Assault with Weapon**
 - **Racial Abuse/Discrimination**
 - **Sexual Abuse/Discrimination**
 - **Verbal Abuse**
 - **Aggressive, Intimidating or Inappropriate Behaviour**
- **Violence & Aggression (Staff to Patient)**
 - **Disability Abuse/Discrimination**
 - **Gender Abuse/Discrimination**
 - **Physical Abuse or Assault**
 - **Physical Abuse or Assault with Weapon**
 - **Racial Abuse/Discrimination**
 - **Sexual Abuse/Discrimination**
 - **Verbal Abuse**
 - **Aggressive, Intimidating or Inappropriate Behaviour**
- **Violence & Aggression (Staff to Staff)**
 - **Disability Abuse/Discrimination**
 - **Gender Abuse/Discrimination**
 - **Physical Abuse or Assault**
 - **Physical Abuse or Assault with Weapon**
 - **Racial Abuse/Discrimination**
 - **Sexual Abuse/Discrimination**

- **Verbal Abuse**
 - **Aggressive, Intimidating or Inappropriate Behaviour**
- **Violence, Aggression or Self Harm relating to Children**
 - **Child and Adolescent Mental Health Services (CAMHS) Referral**
- **Visitor/member of the public towards patient**
 - **Disability Abuse/Discrimination**
 - **Gender Abuse/Discrimination**
 - **Physical Abuse or Assault**
 - **Physical Abuse or Assault with Weapon**
 - **Racial Abuse/Discrimination**
 - **Sexual Abuse/Discrimination**
 - **Verbal Abuse**
 - **Aggressive, Intimidating or Inappropriate Behaviour**
- **Visitor/member of the public towards staff**
 - **Disability Abuse/Discrimination**
 - **Gender Abuse/Discrimination**
 - **Physical Abuse or Assault**
 - **Physical Abuse or Assault with Weapon**
 - **Racial Abuse/Discrimination**
 - **Sexual Abuse/Discrimination**
 - **Verbal Abuse**
 - **Aggressive, Intimidating or Inappropriate Behaviour**

b. If categories changed during the period below, provide the date(s) of change and both old and new category lists.

In financial year 2023/2024, the following sub-categories were removed from the Violence and Aggression category – **see list below**

- **Patient – Visitor/member of the public – without capacity**
- **Patient to Patient (without capacity)**
- **Patient to staff (with capacity)**
- **Visitor/member of the public – patient – with capacity**
- **Visitor/member of the public – staff – without capacity**
- **Self-Harm (During Trust Care)**
- **Self-Harm (External to the Trust)**

5 - Total incidents — quarterly counts

For the following periods, provide the total number of reported V&A incidents **against staff** for each quarter (broken down by quarter). Use financial-quarter ordering where Q1 = Apr–Jun, Q2 = Jul–Sep, Q3 = Oct–Dec, Q4 = Jan–Mar. Periods required:

- Financial year **2020/21** (Apr 1, 2020 – Mar 31, 2021) — give counts for each quarter.
- Financial year **2021/22** (Apr 1, 2021 – Mar 31, 2022) — give counts for each quarter.
- Financial year **2022/23** (Apr 1, 2022 – Mar 31, 2023) — give counts for each quarter.
- Financial year **2023/24** (Apr 1, 2023 – Mar 31, 2024) — give counts for each quarter.
- Financial year **2024/25** (Apr 1, 2024 – Mar 31, 2025) — give counts for each quarter.
- **Quarter 1 2025/26** (Apr 1, 2025 – Jun 30, 2025) — give count for this quarter.

2020/21	Q1	67
	Q2	87
	Q3	58
	Q4	54
2021/22	Q1	65
	Q2	92
	Q3	91
	Q4	77

2022/23	Q1	99
	Q2	120
	Q3	107
	Q4	126
2023/24	Q1	121
	Q2	103
	Q3	129
	Q4	135
2024/25	Q1	145
	Q2	128
	Q3	112
	Q4	140
2025/26	Q1	176

6 - Incident breakdown by subcategory — quarterly

For the same periods as (5), provide the number of incidents by each subcategory listed in item (5) for each quarter (i.e., a table showing, for each quarter, counts for “Verbal abuse”, “Physical assault”, etc.). If exact subcategories differ between services, provide a crosswalk or note. I have included a sample table below, if additional columns are necessary, please include them:

- see table below

		Violence and Aggression due to medical condition	Physical Abuse or Assault	Physical Abuse or Assault with Weapon	Gender Abuse or Discrimination	Disability Abuse or Discrimination	Racial Abuse or Discrimination	Sexual Abuse or Discrimination	Aggressive, Intimidating or Inappropriate Behavior	Verbal Abuse	Alcohol related	Drug Related
2020/21	Q 1	7	10	1	0	0	0	0	39	6	1	3
	Q 2	14	11	1	0	0	2	1	45	12	1	0
	Q 3	6	10	0	0	0	2	1	35	3	1	0
	Q 4	6	14	1	1	0	0	1	27		3	1
2021/22	Q 1	14	11	1	0	0	0	0	31	8	0	0
	Q 2	12	20	1	0	0	4	0	50	5	0	0
	Q 3	13	17	1	0	0	2	0	46	9	2	1
	Q 4	11	12	1	0	0	1	0	40	6	6	0
2022/23	Q 1	19	10	0	0	0	1	1	54	14	0	0
	Q 2	18	16	2	0	0	1	0	60	17	6	0
	Q 3	7	22	0	0	1	1	0	53	21	2	0
	Q 4	15	24	1	1	0	0	0	64	18	2	1
2023/24	Q 1	15	19	0	0	0	2	0	69	14	1	1
	Q 2	12	10	1	0	0	0	0	77	10	1	2
	Q 3	37	24	1	1	0	2	1	43	20	0	0
	Q 4	17	32	4	0	0	1	1	47	33	0	0
2024/25	Q 1	23	32	4	0	0	2	3	49	32	0	0
	Q 2	20	24	2	0	0	5	0	42	35	0	0
	Q 3	10	28	1	1	0	6	5	37	24	0	0
	Q 4	36	23	2	0	0	0	3	47	29	0	0
2026-26	Q 1	32	26	4	0	0	6	1	72	35	0	0

7 - Staffing numbers (total)

a. What is the total current number of staff employed by the Trust? Please state whether this is headcount or Full-Time Equivalent (FTE) and give the date the figure applies to (e.g. headcount / FTE as at 31 March 2025 or as at date of FOI response). – **Please see table below**

8 - Operational / clinical staff numbers

a. Of the total in (7), how many are clinical or front-line operational staff? Please define the metric used (headcount or FTE) and the date. - **Please see table below**

Breakdown as at 17.11.25

Staff Group	Frontline Worker Flag (FTE)		
	No	Yes	Grand Total
Add Prof Scientific and Technic	1.70	272.81	274.51
Additional Clinical Services	1.60	1162.13	1163.73
Administrative and Clerical	1085.43	98.49	1183.92
Allied Health Professionals	0.00	464.48	464.48
Estates and Ancillary	7.46	1.00	8.46
Healthcare Scientists	0.00	59.63	59.63
Medical and Dental	0.00	792.34	792.34
Nursing and Midwifery Registered	2.00	1924.18	1926.18
Students	0.00	5.00	5.00
Grand Total	1098.19	4780.07	5878.26

9. **9 - Board minutes**

a. Please provide a copy of the most recent publicly available board meeting minutes (or relevant pages) in which violence, aggression, staff security incidents, or staff safety pertaining to violence and aggression were discussed. If these minutes are published online, please provide the link and the meeting date. –

- The primary oversight of this is the preserve of the Board Committees and their respective sub-groups with only exceptional or items for escalation brought to the attention of board as part of wider workforce reporting

Data format & delivery

- Please use the tables provided unless they are incompatible, in which case
- Preferred format: machine-readable (CSV or Excel).
- I am happy to receive multi-media response to account for the questions and then the data tables,

Administrative / additional points

- If any element of this request is refused or withheld, please cite the specific FOIA exemption or data-protection reason and provide any available public-interest test explanation.
- I would be grateful for a response within **20 working days** as required by the Act. If you need to clarify any part of this request or if any item is unclear, please contact me at the email address below.

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager
Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ
Email: dgft.dpo@nhs.net

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 0303 123 1113
www.ico.org.uk

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

Freedom of Information Team
The Dudley Group NHS Foundation Trust