

Ref: FOI/GS/ID 4838

Please reply to:
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Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to Bullying.

You asked:

- 1. In the last three financial years (2015-16, 2016-17, and 2017-18, how many staff members employed working at your trust have reported bullying by another staff member? I would be grateful if you could break down by year.*
- 2. How many of these incidents were dropped or withdrawn, and how many were formally investigated? Again, please break down by year.*
- 3. For the most recent financial year (2017-18) I would be grateful if you could provide a full breakdown of incidents, including the job of the alleged perpetrator (doctor, nurse, non-medical staff, etc.) and what the allegation was based on - as well as the outcome of the allegation.*

Trust response:

The following information is based on cases of Bullying and Harassment which have progressed to the Human Resources Team.

1. Please note: These are the cases which have been referred to the Trust Human Resources Department only.

- 2015-16- 14 cases
- 2016-17- 8 cases
- 2017-18- 9 cases

2. All the above cases have been formally investigated by the Human Resources Department.

3.

The Trust can confirm that there were 204 cases in total including the following referred to the Human Resources Department:

- 80 Sickness
- 46 Disciplinary

- 28 Grievances
- 14 Flexible Working
- 13 Probation
- 9 Appeals
- 6 Other
- 5 Capability
- 3 Bullying and Harassment
- 0 Employment Tribunal

In order to protect the identity of staff members further information will not be released.