

Ref: FOI/GS/ID 7273

**Please reply to:**  
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03 March 2022

## **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 complaints reported by members of staff (including locums, agency workers or casual staff) against other members of staff.

*You asked:*

*Q1.) For each of the past five years please state the number of complaints reported by members of staff (including locums, agency workers or casual staff) against other members of staff received of:*

*2016 2017 2018 2019 2021*

- a) Sexual Misconduct*
- b) Sexual Harassment*
- c) Sexual Assault*
- d) Rape Allegation*

*Q2.) By year for each of the complaints recorded above can you state the outcome following each allegation:*

- a) Complaint withdrawn*
- b) Insufficient evidence to make a finding of fact.*
- c) Perpetrator cautioned – or similar note made on their employment file*
- d) Disciplinary action*
- e) Sacked*

*Q3.) By year can you state in each category in the table how many of the complaints were referred to the police?*

*Q4.) By year, please state the number of settlement/compromise agreements which contain non-disclosure clauses your organisation made with current or former staff which involve or relate to sexual misconduct, sexual harassment, sexual assault, rape. For each of these, please state the number and financial value of the settlements.*

Trust response:

Q1.)

	2016	2017	2018	2019	2021
Sexual Misconduct	0	0	1	0	0
Sexual Harassment	0	1	0	0	1
Sexual Assault	0	0	2	1	0
Rape Allegation	0	0	0	0	0

Q2.)

a. 0

b. There were two complaints, both in 2018, that had insufficient evidence.

c. There were three complaints – one in 2021, one in one in 2017 and one in 2018 where the perpetrator received a warning or restrictions on their duties.

d. All of the cases went through the Trust's Disciplinary process

e. One person was dismissed, and this complaint is from 2019.

Q3.)

In 2021, none of the cases were referred to the police.

In 2019, none of the cases were referred to the police.

In 2018, three of the cases were referred to the police.

In 2017, none of the cases were referred to the police.

Q4.) 0