

Ref: FOI/GS/ID 7129

**Please reply to:**  
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Trust Management  
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01 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 sexual harassment against staff.

*You asked:*

*I would like to be provided with the following information regarding third-party sexual harassment. The definition of third-party sexual harassment is when a staff member is harassed by a patient. The harassment can constitute inappropriate language, inappropriate touching, unwanted sexual advances, and sharing or sending of lewd images on social media.*

*Please note that there are three parts to this request:*

- 1. 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.*
- 2. Does your Trust have a policy to manage third-party sexual harassment?*
- 3. 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.*
- 4. 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.*

Trust response:

1. We have located 26 reports in that timeframe.
2. Yes. The method to deal with these reports is a combination of advice from supervisors, the security manager and the application of the trust violence and aggression policy.

3. Varied between inappropriate words to sexual assault by touching. None of the reports contained any reference to reporting to Police.
4. They do not break the identities down to race.