

Title: Allegations of Sexual Misconduct

Reference Number: RDF1098-22

Date of Response: 19/12/22

Further to your Freedom of Information Act request, please find the Trust's response(s) below:

This is a request for information under the Freedom of Information Act 2001.

Please note there are six parts to my request, however if answering all six parts pushes my request over the cost limit, please just respond to parts 1, 2 and 3.

- 1. Between financial years 2017/2018 to 2021/2022, how many complaints of sexual misconduct were made by patients, visitors and Trust employees against staff members in your NHS Trust.*

The definition of sexual misconduct includes, but is not limited to, inappropriate comments; inappropriate touching, sexual harassment, sexual assault, indecent exposure, and rape.

Answer: 11 complaints.

- 2. How many of the complaints were upheld?*

Answer: ≤5. In accordance with Section 40 (2) of the Freedom of Information Act 2000, we are unable to provide figures where the number of patients/staff is less than or equal to five and could risk the identification of those patients/staff and breach Caldicott principles. In these cases ≤5 is used to indicate that a figure between 1 and 5 is being suppressed.

This follows NHS Digital (formerly HSCIC) analysis guidance (2014) which states that small numbers within local authorities, wards, postcode districts, CCG's providers and Trusts may allow identification of patients/staff and should not be published.

- 3. What was the outcome of the upheld complaints? Outcomes can include but are not limited to verbal warning, written warning, suspension, or dismissal*

Answer: HR processes were concluded no suspension or dismissal was required, however written warning/s were issued where applicable.

- 4. If it does not push the request over the cost limit, please can you also include:*

- a. The nature of the allegation*

Answer: The nature of allegations are inappropriate language and inappropriate behaviour.

- a. The gender of the complainant*

Answer: All complainants were female.

- b. The gender of the staff member*

Answer: Both male and female.