

Freedom of Information Request

Ref: 22-115

31 March 2022

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we hold some of the information you are requesting

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	2020	2021
Sexual Misconduct	0	0	0	0	0	*
Sexual Harassment	0	0	0	0	*	*
Sexual Assault	0	0	0	*	0	*
Rape Allegation	0	0	0	0	0	0

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- a) Complaint withdrawn**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**

Please note: Where the figures are between 1 and 5, this has been denoted by *. Due to the low numbers, we have considered that there is the potential for individuals to be identified from the information provided, when considered with other information that may also be in the public domain. In our view disclosure of these low figures would breach one of the Data Protection Principles set out in Schedule 1 of the Data Protection Act, namely Principle 1. The Trust therefore finds that the Section 40(2) exemption contained within the Freedom of information Act 2000 is engaged. (Section 40 is the exemption for personal information).

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

The Trust is not aware that any of these cases resulted in arrest, charges or conviction.

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.

There is no record of any settlements or compromise agreements agreed during any of these years as a result of sexual misconduct.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Director of Corporate Governance
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

Freedom of Information Team

