

Ref No. SG8321

Date: 1 July 2019

REQUEST: Please can you provide me with the following information – and for each question, giving a year by year breakdown for a) 2016-17 b) 2017-18 c) 2018-19.

- i) How many staff members at your trust have reported a) bullying b) harassment c) abuse by another staff member (if possible, please break down into i) bullying/harassment/abuse from other colleagues and ii) bullying/harassment/abuse from managers). Please detail the outcome of each report once formally investigated.
- ii) In how many cases were non-disclosure agreements used as part of the outcome of a formal investigation?
- iii) Do you have a stated policy on the use of non-disclosure agreements?

OUR RESPONSE:

- i. 2016-17: 4 cases opened. 2 cases of abuse by staff member. 2 cases of abuse by manager.
2 had no case to answer.
1 was upheld with informal action and recommendations.
1 was upheld with formal action.

2017-18: 2 cases opened. 1 case of abuse by staff member. 1 case of abuse by manager.
1 case was not upheld with informal action and recommendations.
1 case was upheld with recommendations.

2018-19: 8 cases opened. 4 cases of abuse by staff member. 4 cases of abuse by manager.
4 of the cases are ongoing.
1 case was partially upheld with informal action.
1 case was upheld with formal action.
1 had no case to answer.
1 was resolved informally.
- ii. 2016-17, 2017-18 and 2018-19 = Nil.
- iii. No