



11 October 2018

Information Rights & Compliance Team
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Our Ref: FOI 2972

Thank you for your request concerning reports of bullying by staff members.

Your request has been considered and processed in accordance with the requirements of the Freedom of Information (FOI) Act 2000.

1) In the last three financial years (2015-16, 2016-17, and 2017-18, how many staff members employed working at your trust have reported bullying by another staff member? I would be grateful if you could break down by year.

The information your require is already in the public domain¹, please use this [link](#) to a previously published response.

2) How many of these incidents were dropped or withdrawn, and how many were formally investigated? Again, please break down by year.

| Year | Withdrawn/Formally Investigated |
|---------|---|
| 2015/16 | 6 Formally investigated |
| 2016/17 | 7 Formally investigated and 1 Withdrawn |
| 2017/18 | 9 Formally investigated |

3) For the most recent financial year (2017-18) I would be grateful if you could provide a full breakdown of incidents, including the job of the alleged perpetrator (doctor, nurse, non-medical staff, etc.) and what the allegation was based on - as well as the outcome of the allegation.

| Year | Job Role | | Allegation | Outcome |
|---------|----------|---|---|------------|
| 2017/18 | Nurse | 1 | Alleged bullying by manager during communications | Not upheld |
| | | 2 | Alleged intimidation and discrimination | Not upheld |
| | | 3 | Alleged bullying by manager when discussing performance | Not upheld |
| | | 4 | Alleged bullying and discrimination by manager | Not upheld |
| | | 5 | Alleged bullying by manager when discussing performance | Not upheld |
| | | | | |

¹ S21 Information accessible to the applicant by other means

| | | | | |
|---------|----------------------|---|---|------------|
| | Administration Staff | 1 | Alleged anonymous letters | Not upheld |
| | | 2 | Alleged bullying by manager when discussing performance | Not upheld |
| | | 3 | Alleged bullying by manager when discussing performance | Not upheld |
| | Other Clinical | 1 | Alleged bullying by line manager (communications) | Not upheld |
| 2017/18 | Total | 9 | | |

Should you require further clarification, please do not hesitate to contact me.

Please find enclosed an information sheet regarding copyright protection and the Trust's complaints procedure in the event that you are not satisfied with the response.

Yours sincerely

Sharon Farrell

Information Rights Officer

Enc: Copyright Protection and Complaints Procedure Information Leaflet.

If you would like to complete a short survey in relation to your Freedom of Information request please scan the QR code below or click [here](#).

