

9 May 2023

Information Rights & Compliance Team
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Our Ref: FOI/04507

Thank you for your request concerning sexual misconduct complaints.

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

1. **Between 1 September 2018 and 1 September 2022, how many complaints of sexual misconduct were made by patients, visitors and Trust employees against staff members in your NHS Trust.**

	Complaints of Sexual Misconduct against Staff
Patients	12
Visitors	0
Trust Employees	5 or less

Due to the small numbers of complaints against Trust employees we have applied Exemption Section 40(2). This is because entries of 5 or less are considered sufficiently small enough to be potentially identifiable data. On this basis, this information is exempt from the duty to publish.

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

	Complaints of Sexual Misconduct against Staff
Patients	5 or less
Visitors	0
Trust Employees	5 or less

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

	Complaints of Sexual Misconduct against Staff
Patients	Range from written warning given to dismissal
Visitors	0
Trust Employees	Range from re-deployment to dismissal

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

**The nature of the allegation
The gender of the complainant
The gender of the staff member**

We have also applied Exemption Section 40 (2) to this part of your request. By providing the above information would not push the request over the cost limit, but once broken down by allegation, gender of complainant and staff member would potentially identify individuals and constitute a breach of the Data Protection Act (2018).

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

Sue Smith

**Sue Smith
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](#).

