



Ref: FOIA Reference 2019/20-143

Royal Stoke University Hospital  
Quality, Safety and Compliance Department  
Newcastle Road  
Stoke-on-Trent  
Staffordshire  
ST4 6QG

Date: 21<sup>st</sup> June 2019

Email [foi@uhnm.nhs.uk](mailto:foi@uhnm.nhs.uk)

Dear

I am writing in response to your email dated 13<sup>th</sup> June 2019 requesting information under the Freedom of Information Act (2000) regarding staff experience.

As of 1<sup>st</sup> November 2014 University Hospitals of North Midlands NHS Trust (UHM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

**Q1 I am investigating the staff experience at NHS Trusts in England.**

**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.

A1 We are only able to provide data on concerns which have been raised formally.

- The Trust's Dignity at Work Policy emphasises that concerns should as far as possible be addressed through informal processes. Concerns raised and resolved \*informally are not recorded centrally. (*\*Sections 12 and 14 exemptions as to collect informal concerns recorded locally on personal files would exceed 18 hours allowed under the FOI Act and would be an oppressive burden on the authority* )
- Concerns that progress through to a formal process are categorised as "Dignity at Work" concerns.

Note: Cases with multiple allegations may have some other primary categorisation and, therefore, may not be included below.

We are unable to provide the information you require in the requested format as to release this data could lead to the identification of the person(s) involved due to the low numbers involved, and would breach the Trusts obligations under Data Protection Act 2018. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the FOI

Act. *Personal information*. However as the Trust is committed to openness and transparency we can band the numbers.

	2016/17	2017/18	2018/19
Withdrawn/ Resignation	Less than 5	Less than 5	0
No case to answer	5	Less than 5	5
Informal resolution	6	7	6
Written Warning	Less than 5	0	0
Final Written Warning	Less than 5	0	0
Dismissal	Less than 5	Less than 5	0
Not yet concluded	0	0	Less than 5

**Q2 In how many cases were non-disclosure agreements used as part of the outcome of a formal investigation?**

A2 The Trust does not use non-disclosure agreements

**Q3 Do you have a stated policy on the use of non-disclosure agreements?**

A3 As answer 2.

\*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

***UHNH NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.***

Where the Trust owns the copyright in information provided, you may re-use the information in line with the conditions set out in the Open Government Licence v3 which is available at <http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>. Where information was created by third parties, you should contact them directly for permission to re-use the information.

An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

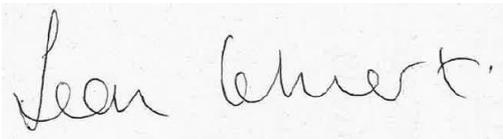
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via [www.ico.org.uk](http://www.ico.org.uk).

If following review of the responses I can be of any further assistance please contact my secretary on 01782 676474.

Yours,



Jean Lehnert  
**Information Governance Manager**