



**University Hospitals
of North Midlands**
NHS Trust

Ref: FOIA Reference 2018/207

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

Date: 17th July 2018

Tel: 01782 676474
Email FOI@uhn.nhs.uk

Dear

I am writing in response to your email dated 9th July 2018 requesting information under the Freedom of Information Act (2000) regarding bullying.

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) 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 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.

A1 Please see below:

- Prior to 2016, data relating to formal investigations was not recorded in a central system. Details of any disciplinary action taken would have been retained on a person's confidential personnel file for the relevant period as set out in the Trust's Disciplinary Policy.
- Records of informal investigations are not recorded centrally

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 and have provided this below:

- 2016-17 less than 5
- 2017/18 less than 5

**Q2 How many of these incidents were dropped or withdrawn, and how many were formally investigated?
Again, please break down by year.**

A2 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 and have provided this below:

- 2016/17 less than 5
- 2017/18 none

Q3 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

A3 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 and have provided this below:

Staff Group:

Registered Nursing and Midwifery = less than 5
Medical and Dental = less than 5

Allegation

Bullying = less than 5
Bullying and harassment = less than 5

Outcome

Departmental review = less than 5
Recommended to progress to Conduct Hearing (not yet held) = less than 5

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.

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

Yours,



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of North Midlands
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L Carlisle

Leah Carlisle
Deputy Head of Quality, Safety & Compliance

