

**Freedom of Information Request****Ref: UHB 17-663**

Date 2 February 2018

By Email

Dear Sir

Thank you for your request for information under the Freedom of Information Act 2000. The Trusts response is as follows:

- 1. Please tell me the total number of allegations of sexual harassment your trust has recorded in each of the last five years (2012/13-16/17) broken down by year. For each of the five years please break those totals down to the following:**
  - a. Patient on staff sexual harassment**
  - b. Staff on staff sexual harassment**
  - c. Staff on patient sexual harassment**
  - d. Patient on patient sexual harassment**

We can confirm there have been nil 'staff on patient' allegations of sexual harassment investigated by our Human Resources department.

We do hold the requested information for 'staff on staff' allegations of sexual harassment however due to low numbers in we have considered that there is the potential for the individuals to be identified from the information provided, when considered with other information that may also be in the public domain. In our view disclosure of these low figures would breach one of the Data Protection Principles set out in Schedule 1 of the Data Protection Act, namely Principle 1. Please therefore find that the **Section 40(2)** exemption contained within the Freedom of information Act 2000 is engaged.

We are unable to provide data for 'patient on staff' or 'patient on patient' allegations of sexual harassment as this information is not recorded on any of our systems in a way that can be readily or easily quantified. To obtain this information would require a manual trawl to obtain and go through patient records which would significantly exceed the 18 hours limit set down by the FOI as the reasonable limit. **Section 12** of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

**2. Alongside each of the categories listed in 1, please state the outcome of the complaint. For example unsubstantiated, written warning, dismissed, training requirement, police informed.**

As stated in question one, We do hold the requested information for 'staff on staff' allegations of sexual harassment however due to low numbers, we are unable to provide any details on the outcomes of the complaints, as we have considered that there is the potential for the individuals to be identified from the information provided, when considered with other information that may also be in the public domain. In our view disclosure of these low figures would breach one of the Data Protection Principles set out in Schedule 1 of the Data Protection Act, namely Principle 1..Please therefore find that the **Section 40(2)** exemption contained within the Freedom of information Act 2000 is engaged.

We are unable to provide data for 'patient on staff' or 'patient on patient' allegations of sexual harassment as this information is not recorded on any of our systems in a way that can be readily or easily quantified. To obtain this information would require a manual trawl to obtain and go through patient records which would significantly exceed the 18 hours limit set down by the FOI as the reasonable limit. **Section 12** of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Trust Secretary  
University Hospitals Bristol NHS Foundation Trust  
Trust Headquarters  
Marlborough Street  
Bristol  
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

To view the Freedom of Information Act in full please click [here](#).

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Yours sincerely,

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