

Freedom of Information Request**Ref: UHB 18-056**

Date 16 February 2018

By Email

Dear Madam

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

1. **How many staff members have been the subject of complaints about sexual harassment or abuse [of a sexual nature] in the workplace in each of the last three calendar years? Please break down the figures to show how many for each year are:**
 - **Junior Doctors**
 - **Senior Doctors**
 - **Nurses**
 - **Other medical staff**
 - **Male**
 - **Female**

Please see table below. Please note we are unable to provide the information broken down by the categories listed above due to low numbers. Where the figures are fewer than 5, this has been denoted by **. Where numbers are low 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. Therefore under Section 40(2) of the Freedom of Information Act 2000, we will not be disclosing this information at this time. Section 40 is the exemption for personal information

2014/15	2015/16	2016/17
**	**	**

2. **How many staff members have been disciplined about sexual harassment or abuse in the workplace in each of the last three calendar years including given written warning? Please break down the figures to show how many for each year are:**
 - **Junior Doctors**
 - **Senior Doctors**
 - **Nurses**
 - **Other medical staff**
 - **Male**
 - **Female**

Please see table below. Please note we are unable to provide the information broken down by the categories listed above due to low numbers. Where the figures are fewer than 5, this has been denoted by **. Where numbers are low 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. Therefore under Section 40(2) of the Freedom of Information Act 2000, we will not be disclosing this information at this time. Section 40 is the exemption for personal information

2014/15	2015/16	2016/17
**	**	0

3. How many staff members have been sacked for sexual harassment or abuse in the workplace in the last three calendar years? Please break down the figures show how many for each year are:

- Junior Doctors
- Senior Doctors
- Nurses
- Other medical staff
- Male
- Female

Please see table below. Please note we are unable to provide the information broken down by the categories listed above due to low numbers. Where the figures are fewer than 5, this has been denoted by **. Where numbers are low 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. Therefore under Section 40(2) of the Freedom of Information Act 2000, we will not be disclosing this information at this time. Section 40 is the exemption for personal information

2014/15	2015/16	2016/17
**	0	0

4. Of those that were sacked for sexual harassment or abuse in the workplace in the last three calendar years, how many were sacked for gross misconduct? Please break down the figures show how many for each year are:

- Junior Doctors
- Senior Doctors
- Nurses
- Other medical staff
- Male
- Female

Please see table below. Please note we are unable to provide the information broken down by the categories listed above due to low numbers. Where the figures are fewer than 5, this has been denoted by **. Where numbers are low 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. Therefore under Section 40(2) of the Freedom of Information Act 2000, we will not be disclosing this information at this time. Section 40 is the exemption for personal information

2014/15	2015/16	2016/17
**	0	0

5. How many staff members have made a complaint about sexual harassment or abuse by another member of staff in the last three calendar years? Please break down the figures to show for each year how many of the complainants are:

- **Junior Doctors**
- **Senior Doctors**
- **Nurses**
- **Other medical staff**
- **Male**
- **Female**

Please see table below. Please note we are unable to provide the information broken down by the categories listed above due to low numbers. Where the figures are fewer than 5, this has been denoted by **. Where numbers are low 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. Therefore under Section 40(2) of the Freedom of Information Act 2000, we will not be disclosing this information at this time. Section 40 is the exemption for personal information

2014/15	2015/16	2016/17
**	**	**

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](#).

Yours sincerely,

[REDACTED]
[REDACTED]