



**Freedom of Information Request**

**Ref: UHB 19-354**

14 August 2019

By Email

Dear Sir/Madam

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

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.
  - a. 2016-17:16 allegations
  - b. 2017-18:19 allegations
  - c. 2018-19: 26 allegations

Please note that in order to provide a breakdown to this level of detail the Trust needs to go through each individual case. This would take the Trust more than 18 hours to complete and is therefore exempt from disclosure under Section 12 of the Freedom of Information Act.

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

None.
- ii. Do you have a stated policy on the use of non-disclosure agreements?

No.

In addition:

1. How much was spent on legal fees by your Trust on defending employment tribunal

cases relating to (a) discrimination; (b) unfair dismissal and (c) public interest disclosure in each year since 2016?

To identify and itemise legal fees would require manual checking of invoices and investigation into what those legal fees related too, which would take the Trust more than 18 hours to complete and is therefore exempt from disclosure under Section 12 of the Freedom of Information Act.

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

#### Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

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

Yours sincerely

**FOI Team**  
**UH Bristol NHS Foundation Trust**