



FOI REF: 22/113

21st March 2022

FREEDOM OF INFORMATION ACT

I am responding to your request for information under the Freedom of Information Act. The answers to your specific questions are as follows:

Q1. For each of the past five years please state the number of complaints reported by members of staff (including locums, agency workers or casual staff) against other members of staff received of:

[Please see table below.](#)

Q2. By year for each of the complaints recorded above can you state the outcome following each allegation:

- a. Complaint withdrawn
- b. Insufficient evidence to make a finding of fact.
- c. Perpetrator cautioned – or similar note made on their employment file
- d. Disciplinary action
- e. Sacked

[Please see table below.](#)

Q3. By year can you state in each category in the table how many of the complaints were referred to the police?

[Please see table below.](#)

Q4. By year, please state the number of settlement/compromise agreements which contain non-disclosure clauses your organisation made with current or former staff which involve or relate to sexual misconduct, sexual harassment, sexual assault, rape. For each of these, please state the number and financial value of the settlements.

Please see table below.

	2017	2018	2019	2020	2021
Sexual Misconduct	0	0	0	0	0
	2017	2018	2019	2020	2021
Sexual Harassment	1	2	0	4	3
Outcome	c. cautioned	1x d, disciplinary 1x e. dismissed	Not applicable	1x c. cautioned 1x d. disciplinary 2x e. dismissed	3x e. dismissed
Police	No	No	Not applicable	No	No
Settlement	No	No	Not applicable	No	No
	2017	2018	2019	2020	2021
Sexual Assault	0	0	1	0	0
Outcome	Not applicable	Not applicable	b. insufficient evidence	Not applicable	Not applicable
Police	Not applicable	Not applicable	No	Not applicable	Not applicable
Settlement	Not applicable	Not applicable	No	Not applicable	Not applicable
	2017	2018	2019	2020	2021
Rape Allegation	0	0	0	0	0

If I can be of any further assistance, please do not hesitate to contact me.

Should you be dissatisfied with the Trust's response to your request, please write to the Freedom of Information Department (esh-tr.foi@nhs.net), quoting the above reference.

Yours sincerely

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Corporate Governance Manager
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