

Ref. No: 440211221
From: Public
Date: 21/12/21
Subject: Third-party sexual harassment

REQUEST & RESPONSE

1. Please confirm how many reports of third-party sexual harassment your Trust has received from staff members between 31 October 2013 and 31 October 2021.

	Abuse of staff by patients - Sexual
2013	*<5
2014	*<5
2015	*<5
2016	9
2017	6
2018	*<5
2019	*<5
2020	*<5
2021	8
Total	40

2. Does your Trust have a policy to manage third-party sexual harassment?

Yes this would be covered within the Trust's **Management of Incidents of Unacceptable Behaviour Policy** (which details the approach in tackling violence and aggression by patients, visitors and the public against NHS Staff) and reported in line with the **Incident Reporting and Management Policy**.

1. If your Trust has a policy on third-party sexual harassment, what were the outcomes of any complaints made to you by staff members?

Complaints of third party sexual harassment are raised using the trust incident reporting system. There have been 40 cases as detailed above.

Due to low numbers and the sensitive nature of the request we are unable to provide a summary of the allegations

If it does not push the request over the cost limit please provide a summary of the allegation (such as inappropriate touching, inappropriate messages or rape) and the outcome, including what disciplinary action, if any, was taken.

Since the definition of third-party sexual harassment is:

“when a staff member is harassed by a patient”- there would not be disciplinary action taken against the staff member

Outcomes are detailed below:

Supported staff	Discussed/raised with patient/family	Security alerted	Safeguarding alerted	Police alerted	Verbal warning to patient
40	25	6	*<5	*<5	*<5

Additionally, if it does not push the request over the cost limit, please provide the race and gender of both the person making the allegation and who the allegation was against.

Data regarding race is not held therefore, this is not available

Gender breakdown:

	Total
Male	30
Female	*<5
Unstated	7

Please note <5 has been added where the number of staff is 5 or less, this information has been redacted to protect patient confidentiality and to ensure that patients can not be identified.