

Ref. No: 567030322  
 From: Public  
 Date: 03/03/22  
 Subject: Complaints reported by members of staff

**REQUEST**

I am writing to request the information below under the Freedom of Information Act 2000.

If it is convenient, please use the table to provide the information:

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:

	2016	2017	2018	2019	2020	2021
Sexual Misconduct						
Sexual Harassment						
Sexual Assault						
Rape Allegation						

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- a) Complaint withdrawn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

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

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.

## RESPONSE

We are unable to provide precise figures when those figures refer to individuals in volumes of 5 or less due to the risk that individuals will be re-identified, as we are required to protect their identity under the General Data Protection Regulations & Data Protection Act 2018. In such circumstances sections 40(2) and (3) of the Freedom of Information Act apply. In this case, our view is that disclosure would breach the first data protection principle. This states that personal data should be processed "lawfully, fairly and in a transparent manner". It is the lawful aspect of this principle which, in our view, would be breached by disclosure. In such circumstances section 40 confers an absolute exemption on disclosure.