

## Freedom of Information Act Request

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

### Request for Misconduct Data (Last 5 Years)

Under the Freedom of Information Act (2000), I would like to request the following information held by your trust:

- The number of incidents of bullying and harassment (excluding sexual misconduct) reported each year for the last five years

20/21	21/22	22/23	23/24	24/25
#	5	8	7	13

In line with the Trust's disclosure control policy, numbers fewer than five have been replaced with "#". This is to reduce the risk of individuals being identified from small numbers, in accordance with data protection requirements.

- A breakdown of incidents of bullying and harassment by medical specialty including anaesthetists

With regard to a breakdown of incidents by medical specialty (including anaesthetics), the Trust is unable to provide this information.

The Trust's incident reporting system is not structured to categorise bullying and harassment cases by medical specialty, and not all reported incidents relate to colleagues working within medical specialties. In addition, further disaggregation of this data would be likely to result in the identification of individuals, particularly where incident numbers are small.

As such, this information is exempt from disclosure under Section 40(2) of the Freedom of Information Act 2000, as it constitutes personal data and disclosure would be unfair and unlawful under the UK General Data Protection Regulation and the Data Protection Act 2018.

- The number of incidents of sexual misconduct reported each year for the last five years.

2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
#	6	8	13	21

- A breakdown of incidents of sexual misconduct by medical specialty including anaesthetists

The Trust has considered the level at which this information can be disclosed while ensuring compliance with data protection legislation.

The Trust considers that reporting incidents at medical specialty or departmental level presents a significant risk of identifying individual colleagues, even where some values are greater than five, due to the ability to deduce identities when combined with other information (for example, time period, role, or service size).

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As such, the Trust is not able to provide a breakdown by medical specialty.

- The number of staff dismissed as a result of each of these incidents. 0

If you are not satisfied with the handling of your request, you have the right to request an internal review. Requests for an internal review should be submitted within 40 working days from the date of this response, and should be addressed to [d.wraith@nhs.net](mailto:d.wraith@nhs.net).

If you remain dissatisfied after the internal review, you have the right to appeal to the Information Commissioner's Office (ICO). The ICO can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Tel: 0303 123 1113  
Website: <https://ico.org.uk/make-a-complaint/>

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