

Freedom of Information Request**Ref: UHB 17-632**

Date 7 November 2017

By Email

Dear Madam

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

How many allegations have you received against your staff which contain an element of sexual harassment and/or inappropriate sexual behaviour during each of the following financial years. 2012/13, 2013/14, 2014/15, 2015/16, 2016/17. Please provide a breakdown for each of the above financial years stating the outcome of the investigations including any action taken.

Please see table below for 'staff on staff' allegations of sexual harassment.

2012/13	**
2013/14	**
2014/15	**
2015/16	**
2016/17	**

Where the figures are fewer than 5, this has been denoted by **. Where numbers are low we have considered that there is the potential for the individuals to be identified from the information provided, when considered with other information that may also be in the public domain. In our view disclosure of these low figures would breach one of the Data Protection Principles set out in Schedule 1 of the Data Protection Act, namely Principle 1. Therefore under **Section 40(2)** of the Freedom of Information Act 2000, we will not be disclosing this information at this time. Section 40 is the exemption for personal information.

We are able to confirm, however, that there were a total of 13 allegations received against our staff which contained an element of sexual harassment and/or inappropriate sexual behaviour between 2012/13 – 2016/17.

We are unable to provide the outcomes due to the low numbers in each year and the potential for the individuals to be identified from the information provided, when considered with other information that may also be in the public domain. In our view disclosure of these low figures would breach one of the Data Protection Principles set out in Schedule 1 of the Data Protection Act, namely Principle 1..Please therefore find that the **Section 40(2)** exemption contained within the Freedom of information Act 2000 is engaged.

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

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

Yours sincerely,

[Redacted signature]