

## Freedom of Information Act 2000 disclosure log entry

### Reference

22-23266

### Date response sent

19/12/22

### Subject

Bullying & Harassment Complaints 2017/18 to present

### Details of enquiry

1. Please can you detail the number of grievances & bullying and harassment complaints that have been raised in the last 5 years. It would be helpful if you could detail the information in the following table:

Year	Number of Grievances Raised	Number of B&H complaints raised
1 <sup>st</sup> April 2018 – 31 <sup>st</sup> March 2019		
1 <sup>st</sup> April 2019 – 31 <sup>st</sup> March 2020		
1 <sup>st</sup> April 2020 – 31 <sup>st</sup> March 2021		
1 <sup>st</sup> April 2021 – 31 <sup>st</sup> March 2022		
1 <sup>st</sup> April 2022 – 31 <sup>st</sup> November 2022		

2. How many of the above cases remain unresolved as of 31<sup>st</sup> November 2022.
3. What number of employees, who have raised a grievance or B&H complaint since 1<sup>st</sup> April 2018, remained at the Trust, in their same role, one year after their complaint was concluded?
4. What number of respondents\* involved in grievance or B&H complaints since 1<sup>st</sup> April 2018, remained at the Trust, in their same role, one year after their complaint was concluded?

\*respondent refers to the person who is the subject of the grievance or bullying and harassment complaint.

### Response sent

1. Please can you detail the number of grievances & bullying and harassment complaints that have been raised in the last 5 years. It would be helpful if you could detail the information in the following table:

Financial Year	Number of Grievances Raised	Number of B&H complaints raised
1 <sup>st</sup> April 2018 – 31 <sup>st</sup> March 2019	0	4
1 <sup>st</sup> April 2019 – 31 <sup>st</sup> March 2020	5	5
1 <sup>st</sup> April 2020 – 31 <sup>st</sup> March 2021	4	2

1 <sup>st</sup> April 2021 – 31 <sup>st</sup> March 2022	4	0
1 <sup>st</sup> April 2022 – 31 <sup>st</sup> November 2022	3	0

2. How many of the above cases remain unresolved as of 31<sup>st</sup> November 2022.  
 2 grievances (both raised between 1 April 2022 and 30 November 2022) are still being investigated and, therefore, are unresolved as at 30 November 2022.  
 All harassment complaints raised between 1 April 2018 and 30 November 2022 have been resolved.
3. What number of employees, who have raised a grievance or B&H complaint since 1<sup>st</sup> April 2018, remained at the Trust, in their same role, one year after their complaint was concluded?  
 All staff who raised a grievance since 1 April 2018 remained at the Trust, in the same role, one year after their complaint was concluded.  
 All staff who raised a harassment complaint since 1 April 2018 remained at the Trust, in the same role, one year after their complaint was concluded.
4. What number of respondents\* involved in grievance or B&H complaints since 1<sup>st</sup> April 2018, remained at the Trust, in their same role, one year after their complaint was concluded?  
 There were 5 staff who were the subject of bullying and harassment complaints since 1 April 2018.
- Four of those staff remained at the Trust, in the same role, one year after their complaint was concluded.
- There were 19 staff who were the subject of grievance complaints since 1 April 2018.
- Fifteen of those staff remained at the Trust, in the same role, one year after their complaint was concluded.