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20<sup>th</sup> June 2019

### Freedom of Information Request – Ref: FOI 079-1920

Thank you for your recent Freedom of Information request about Internal Staff Abuse and Non-Disclosure Agreements. Please find our response below.

Please can you provide me with the following information – and for each question, giving a year by year breakdown for a) 2016-17 b) 2017-18 c) 2018-19.

- i. How many staff members at your trust have reported a) bullying b) harassment c) abuse by another staff member (if possible, please break down into i) bullying/harassment/abuse from other colleagues and ii) bullying/harassment/abuse from managers). Please detail the outcome of each report once formally investigated.

|                          | 2016/17 | 2017/18 | 2018/19 |
|--------------------------|---------|---------|---------|
| Number of Staff Reports  | 15      | 36      | 19      |
| Outcome – Formal Action  | 4       | 16      | 6       |
| Outcome – Formal Hearing | 0       | 2       | 2       |

It is Trust policy to resolve issues of Dignity at Work (which includes bullying and harassment) at an informal level wherever possible. Much work has taken place in recent years to encourage staff to come forward and report inappropriate behaviour, hence the increase in numbers of reports year on year. There is a network of Dignity at Work Officers who can be approached confidentially to provide advice and support, the Speak in Confidence online dialogue system has also played a significant part in providing advice and support to help people resolve issues.

All reported incidents are dealt with and the majority have been resolved at the informal stage. Very few reported incidents proceed to a formal hearing due to this approach. Many reported incidents have been resolved at the informal stage of the policy by a phone call. More formal action can be in the form of a one to one meeting or a facilitated meeting between all parties. Therefore we do not regard incidents as having been dropped or withdrawn but they have been resolved as an individual may have been satisfied with the advice and support given and not wished to take the matter further. However, if it has not been possible to resolve the issue, cases will be investigated formally and could proceed to a formal hearing before a panel.

The figures above have not been broken down into categories as requested as this would be person identifiable.

- ii. In how many cases were non-disclosure agreements used as part of the outcome of a formal investigation?  
The Trust has not used non-disclosure agreements for the above.
- iii. Do you have a stated policy on the use of non-disclosure agreements?  
No.

Yours sincerely,

*Francis Perrin*

**FRANCIS PERRIN**  
**Trust Secretariat Support Officer**  
**2gether NHS Foundation Trust**

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or write to: OPSI, 102 Petty France, London SW1H 9AJ.