

Freedom of Information Request

Reference Number: EPUT.FOI.19.1114
Date Received: 13th June 2019

Information Requested:

I am investigating the staff experience at NHS Trusts in England.

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.

2016/2017

Bullying from colleagues - 0
Bullying from managers - 0
Bullying and harassment from colleagues - 11
Bullying and harassment from managers - 3
Harassment from colleagues - 1
Harassment from managers - 0
Abuse by another member of staff - 3

Reason	Outcome
Bullying and harassment from colleagues	Written warning
Bullying and harassment from colleagues	No further action – recommendations
Bullying and harassment from colleagues	Written warning
Bullying and harassment from colleagues	No further action – recommendations
Bullying and harassment from colleagues	Written warning
Bullying and harassment from colleagues	Written warning
Bullying and harassment from colleagues	Resigned
Bullying and harassment from colleagues	Withdrawn
Bullying and harassment from colleagues	Not upheld
Bullying and harassment from colleagues	Not upheld
Bullying and harassment from colleagues	Partially upheld
Bullying and harassment from managers	Not upheld
Bullying and harassment from managers	Partially upheld
Bullying and harassment from managers	Partially upheld
Harassment from colleagues	No further action - recommendations
Abuse by another member of staff	No further action – recommendations
Abuse by another member of staff	No further action – recommendations
Abuse by another member of staff	No further action – recommendations

2017/2018

Bullying from colleagues - 1
 Bullying from managers - 4
 Bullying and harassment from colleagues - 5
 Bullying and harassment from managers - 8
 Harassment from colleagues - 2
 Harassment from managers - 0
 Abuse by another member of staff – 10

Reason	Outcome
Bullying from colleagues	Upheld
Bullying from managers	Not upheld
Bullying from managers	Partially upheld
Bullying from managers	Not upheld
Bullying from managers	Partially upheld
Bullying and harassment from colleagues	Partially upheld
Bullying and harassment from colleagues	Upheld
Bullying and harassment from colleagues	Partially upheld
Bullying and harassment from colleagues	Not upheld
Bullying and harassment from colleagues	Not upheld
Bullying and harassment from managers	Partially upheld
Bullying and harassment from managers	Not upheld
Bullying and harassment from managers	Partially upheld
Bullying and harassment from managers	Partially upheld
Bullying and harassment from managers	Partially upheld
Bullying and harassment from managers	Withdrawn
Bullying and harassment from managers	Not upheld
Bullying and harassment from managers	Passed to new provider following TUPE transfer
Harassment from colleagues	Dismissal
Harassment from colleagues	Not upheld
Abuse by another member of staff	Dismissal
Abuse by another member of staff	Final written warning
Abuse by another member of staff	Verbal warning
Abuse by another member of staff	Written warning
Abuse by another member of staff	Final written warning
Abuse by another member of staff	No further action
Abuse by another member of staff	Written warning
Abuse by another member of staff	Resigned
Abuse by another member of staff	Written warning
Abuse by another member of staff	Verbal warning

2018/2019

- Bullying from colleagues – 7 cases
- Bullying from managers – 5 cases
- Bullying and harassment from colleagues - 12
- Bullying and harassment from managers - 16
- Harassment from colleagues - 5
- Harassment from managers - 3
- Abuse by another member of staff - 9

Reason	Outcome
Bullying from colleagues	Partially upheld
Bullying from colleagues	Partially upheld
Bullying from colleagues	Partially upheld
Bullying from colleagues	Partially upheld
Bullying from colleagues	Upheld
Bullying from colleagues	Management advice
Bullying from colleagues	Partially upheld
Bullying from managers	Not upheld
Bullying from managers	Partially upheld
Bullying from managers	Partially upheld
Bullying from managers	Informal resolution
Bullying from managers	Not upheld
Bullying and harassment from colleagues	Partially upheld
Bullying and harassment from colleagues	Partially upheld
Bullying and harassment from colleagues	Not upheld
Bullying and harassment from colleagues	Not upheld
Bullying and harassment from colleagues	Partially upheld
Bullying and harassment from colleagues	Partially upheld
Bullying and harassment from colleagues	Upheld – further formal action
Bullying and harassment from colleagues	Ongoing
Bullying and harassment from colleagues	Ongoing
Bullying and harassment from colleagues	Ongoing
Bullying and harassment from colleagues	Dismissal
Bullying and harassment from colleagues	No Further Action – Recommendations
Bullying and harassment from managers	Partially upheld
Bullying and harassment from managers	Not upheld
Bullying and harassment from managers	Partially upheld
Bullying and harassment from managers	Withdrawn
Bullying and harassment from managers	Withdrawn
Bullying and harassment from managers	Partially upheld
Bullying and harassment from managers	Partially upheld
Bullying and harassment from managers	Not upheld
Bullying and harassment from managers	Partially upheld
Bullying and harassment from managers	Not upheld
Bullying and harassment from managers	Not upheld
Bullying and harassment from managers	Partially upheld
Bullying and harassment from managers	Not upheld
Bullying and harassment from managers	Withdrawn
Bullying and harassment from managers	Upheld
Bullying and harassment from managers	Partially upheld
Harassment from colleagues	Informal resolution
Harassment from colleagues	Ongoing
Harassment from colleagues	No Further Action – Recommendations
Harassment from colleagues	Written Warning
Harassment from colleagues	Resignation

Harassment from managers	Partially upheld
Harassment from managers	Partially upheld
Harassment from managers	Ongoing
Abuse by another staff member	Ongoing
Abuse by another staff member	Final Written Warning
Abuse by another staff member	No Further Action – Recommendations
Abuse by another staff member	Resignation
Abuse by another staff member	Resignation
Abuse by another staff member	Final Written Warning
Abuse by another staff member	Ongoing
Abuse by another staff member	Ongoing
Abuse by another staff member	Ongoing

ii. In how many cases were non-disclosure agreements used as part of the outcome of a formal investigation?

There were no cases where non-disclosure agreements were used as part of the outcome of a formal investigation.

iii. Do you have a stated policy on the use of non-disclosure agreements?

The Trust does not have a stated policy on the use of non-disclosure agreements.

Publication Scheme:

As part of the Freedom of Information Act all public organisations are required to proactively publish certain classes of information on a Publication Scheme. A publication scheme is a guide to the information that is held by the organisation. EPUT's Publication Scheme is located on its Website at the following link <https://eput.nhs.uk>