

Freedom of Information Request

Reference Number: EPUT.FOI.22.2648
Date Received: 20.09.2022

Information Requested:

Under the Freedom of Information Act 2000, please provide me with the following information about incidents of sexual misconduct and sexual violence, including but not limited to sexual harassment, sexual abuse, sexual assault and rape, at the trust. (See after the question for clarification on these definitions.)

In order to assist you, I understand that some, if not all of this information should be recorded in the trust's safety incident reporting system, (e.g. Datix, NRLS or similar) or it may be recorded by your HR team.

The Trust takes all allegations seriously and thoroughly investigates any reported incidents of sexual misconduct and violence. Please note the data relating to those cases that have been subject to HR conduct/grievance/dignity at work proceedings are detailed below and relate to internal processes only.

N.B. For each question, please provide the data for each of the following years, and the five-year total. Please use the attached spreadsheet to provide your answers:

2017-18
2018-19
2019-20
2020-21
2021-22
Total

If you only have information for some of the above years, please provide what you have and explain the gaps in your data.

The Trust records all aspects of Sexual misconduct and violence under the 'Sexual Safety' Category on its Risk Management system. The following data is the appropriate sub categories relevant to the request received.

Sexual violence and misconduct by staff against patients

1. Over the past five years, how many incidents of sexual violence allegedly perpetrated by staff against patients has the trust recorded?

	2017/18	2018/19	2019/20	2020/21	2021/22	Total
Alleged Sexual Assault - Staff on Service User	7	6	12	7	6	38
Inappropriate Sexual Behaviour - Staff on Service User	5	3	2	3	2	15
Inappropriate Sexual Language - Staff on Service User	0	1	0	0	1	2
Safety from Sexual Harm - Staff on Service User	0	0	0	0	0	0

1.1 Over the past five years, how many incidents of sexual misconduct allegedly perpetrated by staff against patients has the trust recorded?

The above data is the collation of all Sexual violence and misconduct incidents perpetrated by staff against patients

1.2 Over the past five years, how many staff have been formally disciplined for sexual violence and/or sexual misconduct against patients?

The below figures (in blue font) detail only those allegations which have been subject to HR conduct/grievance/dignity at work proceedings.

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Total
Cases	3	7	4	2	3	19

Sexual violence and misconduct by patients against other patients

2. Over the past five years, how many incidents of sexual violence allegedly perpetrated by patients against other patients has the trust recorded?

	2017/18	2018/19	2019/20	2020/21	2021/22	Total
Alleged Sexual Assault - Service User on Service User	13	16	11	11	10	61
Inappropriate Sexual Behaviour - Service User on Service User	60	22	30	33	29	174
Inappropriate Sexual Language - Service User on Service User	3	0	8	2	2	15
Other Sexual Incident - Service User on Service User	0	0	0	0	0	0
Safety from Sexual Harm - Service User on Service User	0	0	0	0	0	0
Sexual Assault - Service User on Service User	0	0	0	0	0	0
Sexual Harassment - Service User on Service User	0	0	0	0	0	0

2.1 Over the past five years, how many incidents of sexual misconduct allegedly perpetrated by patients against other patients has the trust recorded?

The above data is the collation of all Sexual violence and misconduct incidents perpetrated by patients against patients

Sexual violence and misconduct by patients against staff

3. Over the past five years, how many incidents of sexual violence allegedly perpetrated by patients against staff has the trust recorded?

	2017/18	2018/19	2019/20	2020/21	2021/22	Total
Alleged Sexual Assault - Service User on Staff	2	4	8	10	11	35
Inappropriate Sexual Behaviour - Service User on Staff	39	42	38	39	55	213
Inappropriate Sexual Language - Service User on Staff	16	17	11	15	18	77
Other Sexual Incident - Service User on Staff	0	0	0	0	0	0
Safety from Sexual Harm - Service User on Staff	0	0	0	0	0	0
Sexual Assault - Service User on Staff	0	0	0	0	0	0
Sexual Harassment - Service User on Staff	0	0	0	0	0	0

3.1 Over the past five years, how many incidents of sexual misconduct allegedly perpetrated by patients against staff has the trust recorded?

The above data is the collation of all Sexual violence and misconduct incidents perpetrated by patients against staff

Sexual violence and misconduct by staff against other staff

4. Over the past five years, how many incidents of sexual violence allegedly perpetrated by staff against other staff has the trust recorded?

	2017/18	2018/19	2019/20	2020/21	2021/22	Total
Alleged Sexual Assault - Staff on Staff	0	1	0	3	0	4
Inappropriate Sexual Behaviour - Staff on Staff	1	3	2	2	1	9
Other Sexual Incident - Staff on Staff	0	0	0	0	0	0
Safety from Sexual Harm - Staff on Staff	0	0	0	0	0	0
Sexual Assault - Staff on Staff	0	0	0	0	0	0
Sexual Harassment - Staff on Staff	0	0	0	0	0	0

4.1 Over the past five years, how many incidents of sexual misconduct allegedly perpetrated by staff against other staff has the trust recorded?

The above data is the collation of all Sexual violence and misconduct incidents perpetrated by staff against staff

4.2 Over the past five years, how many staff have been formally disciplined for sexual misconduct and/or sexual violence against other staff?

The below figures (in blue font) detail only those allegations which have been subject to HR conduct/grievance/dignity at work proceedings.

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Total
Cases	6	9	6	7	5	33

Sexual violence and misconduct by visitors against patients

5. Over the past five years, how many incidents of sexual violence allegedly perpetrated by visitors against patients has the trust recorded?

	2017/18	2018/19	2019/20	2020/21	2021/22	Total
Alleged Sexual Assault - Other on Service User	7	7	12	6	10	42
Inappropriate Sexual Behaviour - Other on Service User	0	1	2	6	2	11
Inappropriate Sexual Language - Other on Service User	2	0	0	1	0	3
Other Sexual Incident - Other on Service User	0	0	0	0	0	0
Safety from Sexual Harm - Other on Service User	0	0	0	0	0	0
Sexual Abuse - Other on Service User	0	0	0	0	0	0
Sexual Assault - Other on Service User	0	0	0	0	0	0

5.1 Over the past five years, how many incidents of sexual misconduct allegedly perpetrated by visitors against patients has the trust recorded?

The above data is the collation of all Sexual violence and misconduct incidents perpetrated by others against patients

Sexual violence and misconduct by visitors against staff

6. Over the past five years, how many incidents of sexual violence allegedly perpetrated by visitors against staff has the trust recorded?

	2017/18	2018/19	2019/20	2020/21	2021/22	Total
Alleged Sexual Assault - Other on Staff	0	2	0	0	0	2
Inappropriate Sexual Behaviour - Other on Staff	1	1	1	2	2	7
Inappropriate Sexual Language - Other on Staff	0	2	0	1	0	3
Sexual Harassment - Other on Staff	0	0	0	0	0	0

6.1 Over the past five years, how many incidents of sexual misconduct allegedly perpetrated by visitors against staff has the trust recorded?

The above data is the collation of all Sexual violence and misconduct incidents perpetrated by others against staff.

Terminology:

Sexual misconduct covers a broad range of inappropriate, unwanted sexual behaviour. From the most severe forms of sexual violence, including rape and sexual assault, it also extends across to sexual harassment, stalking, and abusive or degrading remarks.

The NHS definition of sexual violence describes it as any sexual act that a person did not consent to, or is forced into against their will, including rape, sexual assault, unwanted sexual touching, forced kissing, child sexual abuse, sexual torture and other sexual offences.

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N.B. If you require any clarification, please contact me under your Section 16 duty to provide advice and assistance.

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>