

Freedom of Information Request

Reference Number: EPUT.FOI.22.2738
Date Received: 4th of December 2022

Information Requested:

Please note that at EPUT we encourage a culture where people can speak up about anything that concerns them and over the past few years have put in place a number of ways in which staff can report issues.

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 st April 2018 – 31 st March 2019	19	35
1 st April 2019 – 31 st March 2020	25	21
1 st April 2020 – 31 st March 2021	7	30
1 st April 2021 – 31 st March 2022	6	17
1 st April 2022 – 31 st November 2022	8	14

How many of the above cases remain unresolved as of 31st November 2022

Please note that the trust's policy is not to provide patient or staff numbers, where the response is less than or equal to five (≤ 5) as it would potentially allow identification of the individual patient/staff and would therefore be personal data.

The trust considers that release of that information would breach GDPR/DPA18 principles on the grounds that it would not be fair in all the circumstances. This information is therefore exempt under section 40 of the FOI Act 2000

≤ 5 of the grievance cases remain ongoing to date.

7 of the bullying and harassment cases remain ongoing to date.

2. What number of employees, who have raised a grievance or bullying and harassment complaint since 1st April 2018, remained at the Trust, in their same role, one year after their complaint was concluded?

Year	Number still remain with Trust to date (grievance)	Number still remain with Trust to date (B&H)
1 st April 2018 – 31 st March	8	15

2019		
1 st April 2019 – 31 st March 2020	9	12
1 st April 2020 – 31 st March 2021	≤5	14
1 st April 2021 – 31 st March 2022	≤5	15
1 st April 2022 – 31 st November 2022	8	13

3. What number of respondents* involved in grievance or B&H complaints since 1st 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.

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The trust considers that release of that information would breach GDPR/DPA18 principles on the grounds that it would not be fair in all the circumstances. This information is therefore exempt under section 40 of the FOI Act 2000

Year	Number still remain with Trust to date (grievance)	Number still remain with Trust to date (B&H)
1 st April 2018 – 31 st March 2019	≤5	24
1 st April 2019 – 31 st March 2020	≤5	12
1 st April 2020 – 31 st March 2021	≤5	20
1 st April 2021 – 31 st March 2022	≤5	11
1 st April 2022 – 31 st November 2022	≤5	14

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>