

Information Governance

White Building
Littlemore Mental Health Centre
Sandford Road
Littlemore
Oxford
OX4 4XN

Tel: 0845 219 1269
Fax: 0845 219 1275
Web: www.oxfordhealth.nhs.uk

25 July 2018
Our ref: 18190127

Dear

Request for Information: Freedom of Information Act

Thank you for your email of 14th June, making a request for information under the Freedom of Information Act. You requested the following information and the Trust is able to provide the information below in response:

Request:

1. In the last three financial years (2015-16, 2016-17, and 2017-18, how many staff members employed working at your trust have reported bullying by another staff member? I would be grateful if you could break down by year.
2. How many of these incidents were dropped or withdrawn, and how many were formally investigated? Again, please break down by year.
3. For the most recent financial year (2017-18) I would be grateful if you could provide a full breakdown of incidents, including the job of the alleged perpetrator (doctor, nurse, non-medical staff, etc) and what the allegation was based on - as well as the outcome of the allegation.

Response:

The Trust is able to disclose the following information, which it has done on balance and without applying any exemptions from the Freedom of Information Act.. The information presented has been reported from the Trust HR Casework database. This is based on formally raised cases and will not have any detail on informally raised concerns of Bullying and Harassment (B&H).

CaseType	Result	2016	2017	2018
Dignity at Work	In Progress			4
	Informal Action		2	
	No Further Action		3	
	Not Upheld		1	
	Partially Upheld	1	1	
	Written Warning	3	3	
	Dignity at Work Total	4	10	4

The Trust has applied the following reason to question 3, however. In order to adhere to best practice in maintaining staff confidentiality the Trust does not ordinarily publish numbers lower than 5 as this could lead to the identity of the staff being revealed. Exemption – Section 40(2) of the Freedom of Information Act is applied. To disclose the information as requested would be in breach of the Regulations and the Data Protection Act (2018). As this information is personal and confidential by virtue of section 40(2) of the Freedom of Information Act, the Trust could therefore refuse to respond to your request in accordance with section 17 of the Freedom of Information Act.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to me and I will ensure the decision is reviewed. The Trust will consider undertaking a review if requested to do so within 40 working days of the date the response is received by the applicant, and will apply discretion if a longer period of time has passed.

Should you wish to make a complaint as a result of the outcome of such a review, you may apply directly to the Information Commissioner's Office (ICO) for a decision.

Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided by the Trust for Fol Act matters.

The ICO can be contacted at:

The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF

Please contact me if there are any further queries.

Kind regards,

Yours sincerely,

Mark Underwood
Head of Information Governance