**FOI Ref: 6162**

**Category(ies):Trust – Complaints/Patient Experience**

**Subject: Sexual Harassment**

**Date Received: 21/12/2021**

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| **Your request:** | **Our response:** |
| The definition of third-party sexual harassment is when a staff member is harassed by a patient. The harassment can constitute inappropriate language, inappropriate touching, unwanted sexual advances, and sharing or sending of lewd images on social media. | |
| Please confirm how many reports of third-party sexual harassment your Trust has received from staff members between 31 October 2013 and 31 October 2021. | |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | |  | **6162 FOI - Sexual Harassment** | | | | | | | | | | Year | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | | Number | 0 | 1 | 4 | 4 | 1 | 5 | 1 | 8 | 8 | |
| Does your Trust have a policy to manage third-party sexual harassment? | The trust does not have a specific policy relating to harassment of a staff member by a patient. However, we can provide a summary of our Bullying and Harassment policy which covers harassment of staff by staff members. Refer to appendix 1. We have also attached a copy of the violence prevention and reduction policy which we provide to staff members to help identify these incidences and how to manage them (4.4 Reporting Incidence of Violence and Aggression.) |
| If your Trust has a policy on third-party sexual harassment, what were the outcomes of any complaints made to you by staff members?  If it does not push the request over the cost limit please provide a summary of the allegation (such as inappropriate touching, inappropriate messages or rape) and the outcome, including what disciplinary action, if any, was taken.  Additionally, if it does not push the request over the cost limit, please provide the race and gender of both the person making the allegation and who the allegation was against. | There is no specific policy and there is no log of any reports being made via the Call it Out, Work it Out scheme therefore we are unable to give a further breakdown. |