

Freedom of Information Team  
Post Room  
Queen Alexandra Hospital  
Southwick Hill Road  
Portsmouth  
Hampshire  
PO6 3LY

Name:  
Email:  
Date: 13/08/2021  
Ref: 21-22 189

Dear Sir/Madam,

### **Freedom of Information request**

Thank you for your request for information under the Freedom of Information Act 2000, which was received by the Trust on 28/06/2021.

Please accept our sincere apologies for the delay in providing you with a response. Please see below for the responses to your requests.

**1. Please provide data to include total number of formal grievance complaints, concerning allegations of bullying and harassment, made against staff grades 8c and above over the last 3 years (from 21st June 2019 to 21st June 2021)**

The Trust received a total of five grievances/complaints concerning allegations of bullying and harassment between the period of 21<sup>st</sup> June 2019 and 21<sup>st</sup> June 2021.

**2. Please provide data as how many of those cases resulted in alleged individual being asked to step aside from their role/suspended, prior to the investigation of the allegations or being informed of the allegations made against them**

Zero.

**A. How many of them were/are BAME and how many non-BAME staff?**

BAME - 0

Non-BAME - 5

**B. How many of them were/are male and how many female?**

Male - 2

Female - 3

**C. For how long were/are they asked to step aside from work/suspended**

Not applicable.

**D. What was/is the exact reason for them being asked to step aside from work/suspended (e.g. physical violence. Note: Please avoid using generic and non-specific terms such as breach of core behaviours, etc.)?**

Not applicable.

**E. Were they informed of the reason for them being asked to step aside from work/suspended? if yes, how?**

Not applicable.

**F. Was any impact/risk assessment undertaken to consider the impact of the suspension on the alleged individual and the service/s they were involved in/responsible for?**

Not applicable.

**3. Please provide data as how many grievance cases managed by HR have resulted in settlement agreements over the last 3 years?**

None.

Please accept this letter as completion of your request. Please note that copies of this request will be held on file for three years before being confidentially destroyed.

If you are dissatisfied with the outcome of your request, please contact our Head of Information Governance on [Information.Governance@porthosp.nhs.uk](mailto:Information.Governance@porthosp.nhs.uk) or write to the above address and we will conduct an internal review. Upon review, if you are still dissatisfied, you may appeal our decision by contacting the Information Commissioner's Office; for more information please visit the [ICO's website](#).

Please be aware, if we do not receive an appeal within 30 days of you receiving this letter, we will assume that you are satisfied with our response. If you have any further queries, please do not hesitate to contact us.

Yours sincerely

Freedom of Information Team