

Ref no: 042010219
From: Commercial
Date: 01/02/19
Subject: Sexual harassment

REQUEST & RESPONSE

- How many MHPS [Managing High Professional Standards] (or comparable process) investigations into doctors the trust has commenced during each year in the period 2013 to 2018 (i.e 2013, 2014, 2015, 2016, 2017 and 2018) as the result of allegations of sexual harassment or inappropriate sexualised behaviour towards doctor colleagues

2013 <5

2014 <5

2015 <5

2016 <5

2017 <5

2018 <5

- How many MHPS [Managing High Professional Standards] (or comparable process) investigations into doctors the trust has commenced during each year in the period 2013 to 2018 (i.e 2013, 2014, 2015, 2016, 2017 and 2018) as the result of allegations of sexual harassment or inappropriate sexualised behaviour towards other clinical colleagues (excluding doctors).

2013 <5

2014 <5

2015- <5

2016 – <5

2017 – <5

2018 – <5

- Of the number commenced each year, please confirm how many allegations were upheld.

2013 - <5

2014 - <5

2015 - <5

2016 - <5

2017 - <5

2018 -<5

In each case where an allegation was upheld, please confirm the sanction, if any, imposed upon the doctor in question.

All allegations, upheld or otherwise are dealt with in line with our Disciplinary Policy and Procedure. This policy sets out the forms of conduct which may result in a breach of the Trust's disciplinary rules, the consequences of such breaches of discipline and the rights and responsibilities of managers and staff when handling disciplinary situations. Please see attached policy for further information.

NB. Where we have stated “<5” as our response, we are unable to provide precise figures when these are five or less due to the risk that individuals will be identified, as we are required to protect their identity under Data Protection law. In such circumstances sections 40(2) and (3) of the Freedom of Information Act apply. In this case, our view is that disclosure would breach the first data protection principle. This states that personal data should be processed fairly and lawfully. It is the fairness aspect of this principle which, in our view, would be breached by disclosure. In such circumstances section 40 confers an absolute exemption on disclosure. There is, therefore, no public interest test to apply.