



Ref: FOIA Reference 2021/22-484

Date: 12th January 2022

Email foi@uhnm.nhs.uk

Dear

UHNM has received two requests that are asking for similar information that are from the same person/company, therefore we are contacting you to inform you that under section 12 of the FOI Act we were aggregating these requests on third-party sexual harassment and third-party sexual harassment

The section 12 exemption states:

The authority can combine related requests received within a period of 60 consecutive days from:

- The same person or
- People who appear to be acting in concert or in pursuance of a campaign.

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Request #1

Q1 I would like to be provided with the following information regarding third-party sexual harassment. 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 note that there are three parts to this request:

1. 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.

A1 43 incidents

Q2 Does your Trust have a policy to manage third-party sexual harassment?

A2 This is referenced in the Violence Prevention & Reduction policy

Q3 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.

A3 The outcome of complaints are not recorded in the incident reporting form

- 7 incidents of inappropriate behaviour
- 13 incidents of inappropriate touching
- 23 incidents of inappropriate language

Q4 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.

A4 This information is not recorded.

Request #2

Q1 I would like to be provided with the following information regarding third-party sexual harassment. 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 note that there are four parts to this request:

Do you record allegations of third party sexual harassment against catering staff working in your Trust?

A1 Incidents are not recorded by job role.

Q2 If yes to Q1, how many allegations of third party sexual harassment have been made by catering staff working in your Trust between 31 October 2013 and 31 October 2021?

A2 As request #1

Q3 If yes to Q1, does your Trust have a policy to manage third-party sexual harassment?

A3 As request #1

Q4 If yes to Q1 and Q3, 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.

A4 As request #1

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.

Where the Trust owns the copyright in information provided, you may re-use the information in line with the conditions set out in the Open Government Licence v3 which is available at <http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>. Where information was created by third parties, you should contact them directly for permission to re-use the information.

An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

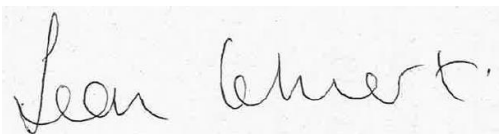
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.

Yours,





**University Hospitals
of North Midlands**
NHS Trust

Jean Lehnert
Data, Security & Protection Manager

