

Date: 5 July 2019

Re: Freedom of Information Request
Ref: 159- 2019

Thank you for your email dated the 13th June 2019, requesting information with regards to bullying, harassment and abuse.

The information that you require is as follows:

Please can you provide me with the following information – and for each question, giving a year by year breakdown for a) 2016-17 b) 2017-18 c) 2018-19.

- i. **How many staff members at your trust have reported a) bullying b) harassment c) abuse by another staff member (if possible, please break down into i) bullying/harassment/abuse from other colleagues and ii) bullying/harassment/abuse from managers). Please detail the outcome of each report once formally investigated.**

2016-2017

- **Bullying = 3**
 - **From Managers = 3 (all not upheld)**
 - **From Colleagues = 0**

- **Harassment (see above figures – grouped together)**

- **Abuse = 0**
 - **From Managers = 0**
 - **From Colleagues = 0**

2017-2018

- **Bullying = 2**

- From Managers = 2 (1 upheld, 1 resigned so did not proceed)
- From Colleagues = 0

- Harassment (see above figures – grouped together)

- Abuse = 0
 - From Managers = 0
 - From Colleagues = 0

2018-2019

- Bullying = 6
 - Manager = 5 (4 upheld, 1 not upheld)
 - Colleagues = 1 (resigned did not proceed)

- Harassment (see above figures – grouped together)

- Abuse = 0
 - From Managers = 0
 - From Colleagues = 0

ii. In how many cases were non-disclosure agreements used as part of the outcome of a formal investigation?

None

iii. Do you have a stated policy on the use of non-disclosure agreements?

The Trust does not have a policy on the use of non-disclosure agreements

Should you require any further information please do not hesitate to contact me on the email address provided below.

Please remember to quote the reference number above in any future communications.

If you are dissatisfied with the handling of your request, you have the right to ask for this to be investigated internally.

If you are dissatisfied with the information you have received, you have the right to ask for an internal review.

Both processes will be handled in accordance with our Trust's Freedom of Information Policy and the Freedom of Information Act 2000.

Internal investigation and internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Freedom of Information Review, The Clatterbridge Cancer Centre NHS Foundation Trust, Clatterbridge Road, Bebington, Wirral, CH63 4JY

If you are not satisfied with the outcome of the internal investigation/review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.