

**Request for information under the Freedom of Information Act – 2022.1110**  
**Released – 17 March 2022**

Thank you for your email received 25 February 2022 requesting information regarding complaints.

Please find detailed below a summary of your request, together with our response.

**Summary of your original request:**

**Q1.) For each of the past five years please state the number of complaints reported by members of staff (including locums, agency workers or casual staff) against other members of staff received of:**

We have suppressed low figures as we believe that disclosure of information with this level of granularity is exempt under Section 40(2) by virtue of section 40(3)(a)(i) of the Freedom of Information Act, where disclosure to a member of the public would contravene one or more of the data protection principles. The data protection principles are set out in Article 5 of the General Data Protection Regulation. We take the view that it would not be fair or lawful (given the sensitive and confidential nature of the information held) to disclose such information, and any disclosure would therefore contravene the first data protection principle. In some instances, due to the low numbers (fewer than 5) in each category, the likelihood exists that individuals who are the subject of this information may be identified either from this information alone, or in combination with other available information. In addition to this, as this information is considered to be sensitive personal data, the Trust believes it has a greater responsibility to protect those individuals' identities', as disclosure could potentially cause damage and/or distress to those involved.

	<b>2016-2021</b>
<b>Sexual Misconduct</b>	4
<b>Sexual Harassment</b>	
<b>Sexual Assault</b>	

There have been no rape allegations during this period.

**Q2.) By year for each of the complaints recorded above can you state the outcome following each allegation:**

- a) **Complaint withdrawn**
- b) **Insufficient evidence to make a finding of fact.**      2
- c) **Perpetrator cautioned – or similar note made on their employment file**      1
- d) **Disciplinary action**      1
- e) **Sacked**

Chair John Goulston Acting Chief Executive Gordon Flack  
Trust HQ The Oast, Unit D, Hermitage Court, Hermitage Lane, Barming, near Maidstone, Kent ME16 9NT

As stated above for question 1, we are not able to provide this information broken down by year as this could lead to the identification of an individual.

**Q3.) By year can you state in each category in the table how many of the complaints were referred to the police?**

1. Again, as stated above for question 1, we are not able to provide this information broken down by year as this could lead to the identification of an individual.

**Q4.) By year, please state the number of settlement/compromise agreements which contain non-disclosure clauses your organisation made with current or former staff which involve or relate to sexual misconduct, sexual harassment, sexual assault, rape. For each of these, please state the number and financial value of the settlements.**

0