

**Request for information under the Freedom of Information Act – 2022.253
Released – 13 December 2022**

Thank you for your email received 5 December 2022 requesting information regarding grievances & bullying and harassment complaints.

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

Summary of your original request:

1) Please can you detail the number of grievances & bullying and harassment complaints that have been raised in the last 5 years. It would be helpful if you could detail the information in the following table:

Year	Number of Grievances Raised	Number of B&H complaints raised
1st April 2018 – 31st March 2019	28	11
1st April 2019 – 31st March 2020	31	16
1st April 2020 – 31st March 2021	20	3
1st April 2021 – 31st March 2022	22	9
1st April 2022 – 31st November 2022	13	8

2) How many of the above cases remain unresolved as of 31st November 2022.

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3) What number of employees, who have raised a grievance or B&H complaint since 1st April 2018, remained at the Trust, in their same role, one year after their complaint was concluded?

4) What number of respondents* involved in grievance or B&H complaints since 1st April 2018, remained at the Trust, in their same role, one year after their complaint was concluded?

***respondent refers to the person who is the subject of the grievance or bullying and harassment complaint.**

Unfortunately we are not able to provide a response to question 3 and 4 of your request as this information is not recorded centrally. In order to ascertain if we hold relevant information for these parts of your request we would have to manually access and review case records to

Chair John Goulston Chief Executive Mairead McCormick

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identify the names of complainant and respondent in each case and then manually access our staff record system to track their employment dates. This would exceed the appropriate cost limit as set out in Section 12 (1) of the Freedom of Information Act 2000 and is therefore exempt.

I have detailed below the relevant excerpt:

Section 12

12. — (1) Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.