

Date: Thursday, 20 June 2019
Our Ref: MB/KF FIRM 3887

Sid Watkins Building
Lower Lane
Fazakerley
Liverpool L9 7BB
Tel: 0151-525-3611
Fax: 0151-529-5500
Direct Line: 0151 556 3037

Re: Freedom of Information Request FIRM 3887

We are writing in response to your request submitted under the Freedom of Information Act, received in this office on 13th June 2019.

Your request was received as follows: -

1. 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. – [Please see table below](#)

| | |
|---------|---|
| 2016/17 | 1 case of B&H colleague towards colleague – received a disciplinary sanction |
| 2017/18 | 1 case of B&H colleague towards manager – No case to answer 3 cases of B&H colleague towards colleague – 2 resigned, 1 no case to answer |
| 2018/19 | 2 cases of B&H colleague towards colleague – 1 no case to answer, 1 received a disciplinary sanction 1 case of B&H colleague towards manager – no case to answer |

2. In how many cases were non-disclosure agreements used as part of the outcome of a formal investigation? - 0
3. Do you have a stated policy on the use of non-disclosure agreements? - No

See our response above in [blue](#).

Re-Use of Public Sector Information

All information supplied by the Trust in answering a request for information (RFI) under the Freedom of Information Act 2000 will be subject to the terms of the Re-use of Public Sector Information Regulations 2005, Statutory Instrument 2005 No. 1515 which came into effect on 1st July 2005.

Under the terms of the Regulations, the Trust will licence the re-use of any or all information supplied if being used in a form and for the purpose other than which it was originally supplied. This license for re-use will be in line with the requirements of the Regulations and the licensing terms and fees as laid down by the Office of Public Sector Information (OPSI). Most licenses will be free; however the Trust reserves the right, in certain circumstances, to charge a fee for the re-use of some information which it deems to be of commercial value.

Further information can be found at www.opsi.gov.uk where a sample license terms and fees can be found with guidance on copyright and publishing notes and a Guide to Best Practice and regulated advice and case studies, at www.opsi.gov.uk/advice/psi-regulations/index.htm

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. 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 the Freedom of Information Office at the address above.



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

If you are not content with the outcome of the internal 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.

Yours sincerely

Mr Mike Burns, Executive Lead for Freedom of Information



A SMOKE FREE SITE

www.thewaltoncentre.nhs.uk