

Date: Tuesday, 06th December 2022
Our Ref: MB/CM FOI 5471

Sid Watkins Building
Lower Lane
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Liverpool L9 7BB
Tel: 01515253611
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Re: Freedom of Information Request FOI 5471

We are writing in response to your request submitted under the Freedom of Information Act, received in this office on 05th December 2022.

Your request was as follows:

Enquiry : Please can you detail the number of grievances that have been raised in the last 5 years: For ease, the 5 year period should be as follows:

Year 1) 1st April 2018 - 31st March 2019

Year 2) 1st April 2019 - 31st March 2020

Year 3) 1st April 2020 - 31st March 2021

Year 4) 1st April 2021 - 31st March 2022

Year 5) 1st April 2022 - 31st November 2022

Year 1) 1st April 2018 - 31st March 2019 - 6

Year 2) 1st April 2019 - 31st March 2020 - *

Year 3) 1st April 2020 - 31st March 2021 - 8

Year 4) 1st April 2021 - 31st March 2022 - 6

Year 5) 1st April 2022 - 31st November 2022 - 7

* I confirm that The Walton Centre NHS Foundation Trust holds the information you have requested. However, I am unable to provide you with that information as I consider that the following exemptions apply to it:

Section 40 (2) - Third Party Data

This information is exempt from disclosure under Section 40(2) of the Freedom of Information Act 2000 (FOIA), due to the minimal number of staff identified as data requested is relating to 1-5 staff members. In answering your query may lead to the undue stress of staff as this information may still lead to staff being identified. Therefore this information has not been released for reasons of confidentiality.

This exemption is not subject to the public interest test. This response therefore acts as a refusal notice under section 17 of the FOIA.

Please can you detail the number of bullying and harassment complaints that have been raised in the last 5 years: For ease, the 5 year period should be as follows:



Year 1) 1st April 2018 - 31st March 2019

Year 2) 1st April 2019 - 31st March 2020

Year 3) 1st April 2020 - 31st March 2021

Year 4) 1st April 2021 - 31st March 2022

Year 5) 1st April 2022 - 31st November 2022

Year 1) 1st April 2018 - 31st March 2019 - *

Year 2) 1st April 2019 - 31st March 2020 - *

Year 3) 1st April 2020 - 31st March 2021 - *

Year 4) 1st April 2021 - 31st March 2022 - 0

Year 5) 1st April 2022 - 31st November 2022 - *

Total - 9

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Section 40 (2) - Third Party Data

This information is exempt from disclosure under Section 40(2) of the Freedom of Information Act 2000 (FOIA), due to the minimal number of staff identified as data requested is relating to 1-5 staff members. In answering your query may lead to the undue stress of staff as this information may still lead to staff being identified. Therefore this information has not been released for reasons of confidentiality.

This exemption is not subject to the public interest test. This response therefore acts as a refusal notice under section 17 of the FOIA.

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

* I confirm that The Walton Centre NHS Foundation Trust holds the information you have requested. However, I am unable to provide you with that information as I consider that the following exemptions apply to it:

Section 40 (2) - Third Party Data

This information is exempt from disclosure under Section 40(2) of the Freedom of Information Act 2000 (FOIA), due to the minimal number of staff identified as data requested is relating to 1-5 staff members. In answering your query may lead to the undue stress of staff as this information may still lead to staff being identified. Therefore this information has not been released for reasons of confidentiality.

This exemption is not subject to the public interest test. This response therefore acts as a refusal notice under section 17 of the FOIA.

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?
[24 employees](#)

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.
[36 respondents](#)

Please 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, FOI 5471 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 Commissioners Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely

Mike Burns

Mr. Mike Burns, Executive Lead for Freedom of Information