



Ref: FOIA Reference 2023/24-483

Date: 20<sup>th</sup> November 2023

Email [foi@uhnm.nhs.uk](mailto:foi@uhnm.nhs.uk)

Dear

I am writing to acknowledge receipt of your email dated 23rd October 2023 requesting information under the Freedom of Information Act (2000) regarding Sexual Assault

As of 1<sup>st</sup> November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

**Q1 The amount of money ordered to be paid by an Employment Tribunal to victims of sexual assault at your NHS Trust for each of the last three financial years?**

A1 Nil

**Q2 The number of people sexually assaulted at your NHS Trust for each of the last three financial years?**

A2 Any complaints about sexual assault and sexual safety incidents can be reported via varying methods e.g., DATIX, HR, Freedom to Speak up, line manager, patient experience and therefore there is no central reporting system.

Any complaints reported via UHNM's internal reporting system, Datix, can be extracted into a report:

Year	Number of people
2022/23	9
2021/22	20
2020/21	16

*Note this information above is taken from Datix and only captures where the incident has been reported. These are incidents recorded by the reporter as being: 'Abusive, violent, disruptive or self-harming behaviour: [xx] – sexual (including harassment and indecent exposure)'.*

It is not a requirement to report all sexual assault and sexual safety incidents on Datix as there may be confidential/sensitive information that the complainant does not want within this forum.

Any incidents involving UHNM staff, whether this is staff against staff, patients against staff or staff against patients will be reported to the People Directorate and recorded on a tracker which is held and maintained by the People Directorate team.

The number of employees who have been formally investigated using the disciplinary policy or MHPS for sexual misconduct in the 3 years mentioned:

Year	Number of people
2022/23	<5
2021/22	<5
2020/21	<5

*We are unable to provide the information you require in the requested format as to release this data could lead to the identification of the person(s) involved due to the low numbers involved, and would breach the Trusts obligations under Data Protection Act 2018. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the FOI Act. Personal information. However, as the Trust is committed to openness and transparency we can band the numbers as being <5. This exemption is an absolute exemption and therefore no consideration of the public interest test is needed.*

\*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

***UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.***

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via [www.ico.org.uk](http://www.ico.org.uk).

Yours,



**Rachel Montinaro**  
Data Security and Protection Manager - Records