

Ref. No: FOI2025
Date: 03/09/2025
Subject: Sexual Harassment Reports and Policies

REQUEST

1. How many reports or complaints of sexual harassment or inappropriate sexual conduct has your organisation received in each of the past three calendar years?
2. What is your organisation's formal policy for handling reports of sexual harassment?
3. Do you classify reports of sexual harassment as "whistleblowing reports" under your current policies?
4. Please provide the total number of whistleblowing reports your organisation has received in each of the last three years, and indicate how many of these related specifically to sexual harassment.

RESPONSE

1. incidents reported in past three calendar years (sexual harassment by staff) – **Timeframe: 01/01/2022 to 31/12/2024**

Site	2022	2023	2024
Legacy STHK	<5	<5	<5
Legacy S&O	0	0	0

15 Received from HR. This number is relating to staff.

2. Please see attached
3. We don't use the term "whistleblowing" within the NHS , we use Freedom to Speak Up. In terms of sexual harassment, if the concerns

were raised by a member of staff to a FTSU Guardian, we would report within our data, this is in line with the National Guardians Office Guidance. Concerns raised via other means such as through the HR team or via Safeguarding would not be reported within FTSU Reports.

4. In terms of FTSU cases , From Jan 2023 – to date, there are 158 cases including 1 around sexual behaviour