

Ref. No: 2250  
Date: 30/12/25  
Subject: Bullying or harassment between staff

**REQUEST**

Please provide the following information for **Newton Community Hospital** covering the **last 48 months**, unless otherwise stated:

The number of recorded complaints, concerns, or incident reports relating to **staff behaviour**, split into the following two categories:

- **Bullying or harassment between staff**
- **Sexualised, sexually inappropriate, or otherwise inappropriate personal comments**, including inappropriate personal or sexual comments made between staff, or comments relating to colleagues' personal relationships or family members

For the avoidance of doubt, I am not requesting the content or wording of any comments or incidents, only aggregated numerical and process-level information.

Where recorded, please provide an anonymised breakdown of these complaints by:

- reporting mechanism used (e.g. Datix, HR process, informal concern, safeguarding route)
- month / year of report
- staff role group or banding (for example, nursing staff by Agenda for Change band, ancillary or support staff including portering services, and ward leadership or management roles)

Please confirm whether any themes, repeat concerns, or patterns relating to staff behaviour or communication were identified during this period, and whether any actions or interventions were recorded as a result.

Of the concerns raised, please confirm:

- how many were escalated to a formal HR process

- how many were managed through local or informal management processes only, without formal HR involvement

Please confirm whether the Trust has criteria or guidance for determining when concerns relating to staff behaviour should be escalated from local management to a formal HR process.

Where recorded and in aggregated form, please confirm:

- the number of distinct individuals associated with more than one complaint, concern, or incident report relating to staff behaviour during the period
- of those individuals, how many had all concerns managed through local or informal management processes only
- how many had one or more concerns escalated to a formal HR process

For clarity, “local or informal management processes” refers to concerns that were assessed as inappropriate or unacceptable but were addressed at management level without escalation to a formal HR procedure.

Please confirm the number of complaints or concerns relating to **bullying or harassment** involving staff at Newton Community Hospital that were recorded as open or ongoing at the time of this request, in aggregated form.

If this information is not held at hospital level, please provide it at the lowest level of granularity available.

## RESPONSE

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Due to the low number of patients which is less than five for the period, the Trust is withholding the actual number under section 40 – Personal Information of the Freedom of Information Act due to likelihood of identification of the individual(s).

If the requestor or any other member of the general public can, on the balance of probabilities, identify individuals by cross-referencing the anonymised data with other information that was available to them, then the information is personal data and exempt from disclosure under the Act.

