

Request under Freedom of Information Act 2000

**Request Ref: NGFOI 19/20: 142**

Thank you for your request for information received at Northampton General Hospital NHS Trust (NGH) on 13/06/2019.

I am pleased to be able to provide you with the following information:

*Please can you provide me with the following information – and for each question, giving a year by year breakdown for a) 2016-17 b) 2017-18 c) 2018-19.*

- i. *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.*

	2016/17		2017/18		2018/19	
	Number	Outcomes	Number	Outcomes	Number	Outcomes
<i>Bullying/harassment/abuse from other colleagues</i>	<b>7</b>	<b>No case to answer; case to answer</b>	<b>9</b>	<b>No case to answer; case to answer; complaint withdrawn; written warning</b>	<b>22</b>	<b>Ongoing, no case to answer; case to answer; informally resolved; withdrawn</b>
<i>Bullying/harassment/abuse from managers</i>	*	<b>No case to answer</b>	*	<b>No case to answer</b>	<b>8</b>	<b>Ongoing; no case to answer; written warning</b>

**\* Due to the low numbers involved the exact figures have been withheld under the Freedom of Information Act, Exemption Section 40. This is to protect the identity of the individuals concerned and to preserve their rights under the Data Protection Act.**

- ii. *In how many cases were non-disclosure agreements used as part of the outcome of a formal investigation?*

**None**

- ii. *Do you have a stated policy on the use of non-disclosure agreements?*

**No**