

## FOI 0179/2022 Response

- 1. Does your organisation have a policy that covers sexual safety, specifically preventing episodes of sexual misconduct and sexual violence involving patients, visitors and staff?**

The Trust does not explicitly have a sexual safety policy however, we do have in place a Dignity at Work Policy.

This policy focuses on creating a positive and safe working environment that is free from fear of discrimination by bullying or harassment – including harassment in the form of sexual nature.

- 2. If your answer to question 1 was yes, please can you forward an electronic copy of the policy to me?**

Please find enclosed a Dignity at Work Policy and note that an exemption Section 40 of the Freedom of Information Act 2000 has been applied to the document.

This therefore means that staff member's name and signatures have been redacted from the policy.

- 3. If your answer to question 1 was yes, what date did the policy become effective?**

The current Dignity at Work Policy has been effective from September 2021.

- 4. If you have updated your policy within the past five years, please can you provide me with an electronic copy of the policy it replaced? If the information is available, please can you specify how your current policy is now different.**

Please see the previous version of the Dignity at Work Policy and note that an exemption Section 40 of the Freedom of Information Act 2000 has been applied to the document. This therefore means that staff member's name and signatures have been redacted from the policy.

The Trust is unable to specify how the current policy is now different.

This is because the Policy Lead is no longer an employee of the Trust and we do not have the requested information recorded in our system.

- 5. Has your organisation accepted vicarious liability for any cases of sexual assault or violence concerning any staff or patients in the past five years (2017 to date) (Please include any cases that may have led to an out of court settlement.)**

No, we have not accepted vicarious liability for any cases of sexual assault or violence by staff on patients.

6. a) **If your answer to question 5 was yes, please can you provide figures, specifically for the total number of cases and total compensation paid per year.**

N/A – please see response provided for question 5.

- b) **If possible, can you provide a breakdown for each case, specifying year; cost; whether the claimant was a patient, staff member or other (please specify); and whether the perpetrator was a staff member or patient?**

N/A – please see response provided for question 5.