

FOI 0258/2025 Response V2

Dear Freedom of Information Officer,

Under the Freedom of Information Act 2000 I hereby request the information set out from your Trust. I am conducting research into the prevalence of violence and aggression (V&A) towards all levels of NHS staff and researching the increase since the COVID-19 pandemic. Please provide the information for the time periods specified unless otherwise stated.

Definition / scope:

**For clarity, by “violence and aggression” I mean incidents reported as directed against staff (including physical assault, verbal threats/abuse, threatening behaviour, sexual assault, hate incidents, antisocial behaviour, security etc.). Please include incidents occurring across all NHS-funded services delivered by the Trust (acute, ambulance, mental health, community, etc.). If any item cannot be provided for legal, commercial, or personal data reasons, please state the exemption relied upon.
Information requested (please number responses to match)**

1. Incident / risk management system

**a. Which integrated incident/risk management system does the Trust currently use (e.g. Datix, Ulysses, Radar, InPhase, other)?
Please give the product name and vendor.**

Ulysses Risk Management

Datix

Note: As of 1st July 2025, the Trust is currently using Datix system for reporting incidents, while we transition Forward Thinking Birmingham Service (hosted Birmingham Women’s and Children’s Trust) to BSMHFT.

b. If more than one system is used by different services (e.g. mental health vs acute), list each system and which services use it.

N/A

2. Violence prevention lead / security manager

a. Who is the Trust's designated Violence Prevention Lead and/or Security Manager? Please supply name and job title.

Reducing restrictive practice and restrictive physical intervention Lead

Please note that we are unable to provide the name as we do not release staff members personal information for those below a band 8 role.

We therefore rely on exemption Section 40 of the Freedom of Information Act 2000 to deny this aspect of your request.

However, we can provide a generic contact: bsmhft.averts.queries@nhs.net

b. If the Trust does not have a designated single lead, please state the department or team responsible.

N/A

3. Contact email

a. Please provide the official work email address for the person named in (2) or the generic team email for the role (e.g. security@trust.nhs.uk).

Please refer to the response provided for question 2.

b. If personal data prevents disclosure of an individual's email address, please provide an appropriate alternative contact (team mailbox is preferable).

Please refer to the response provided for question 2.

4. Reporting categories

- a. Within your incident reporting system, what exact subcategories are used under the main “violence and aggression” (V&A) category? Please give the verbatim list of subcategory labels used (for example: “Verbal abuse”, “Physical assault”, “Threatening behaviour”, “Sexual assault”, “Hate incident”, etc.).
- b. If categories changed during the period below, provide the date(s) of change and both old and new category lists.

Ulysses Risk Management:

- Aggression / Threats / Intimidation
- Assault (Physical)
- Assault (Sexual)
- Verbal Abuse Sexual Harassment
- Assault (Attempted)
- Hostage / Kidnapping Situation

The Trust is unable to provide the subcategories for Datix, this is because we are waiting for the IT infrastructure to be migrated to BSMHFT.

We therefore advise that you redirect this query to Birmingham Women’s and Children’s Trust.

5. 5 - Total incidents — quarterly counts

For the following periods, provide the total number of reported V&A incidents against staff for each quarter (broken down by quarter). Use financial-quarter ordering where Q1 = Apr–Jun, Q2 = Jul–Sep, Q3 = Oct–Dec, Q4 = Jan–Mar. Periods required:

- Financial year 2020/21 (Apr 1, 2020 – Mar 31, 2021) — give counts for each quarter.
- Financial year 2021/22 (Apr 1, 2021 – Mar 31, 2022) — give counts for each quarter.
- Financial year 2022/23 (Apr 1, 2022 – Mar 31, 2023) — give counts for each quarter.
- Financial year 2023/24 (Apr 1, 2023 – Mar 31, 2024) — give counts for each quarter.
- Financial year 2024/25 (Apr 1, 2024 – Mar 31, 2025) — give counts for each quarter.

- Quarter 1 2025/26 (Apr 1, 2025 – Jun 30, 2025) — give count for this quarter.

FIN_YEAR	YEAR_AND_QUARTER	Aggression / Threats / Intimidation	Assault (Physical)	Assault (Sexual)	Verbal Abuse	Sexual Harassment	Assault (Attempted)	Hostage / Kidnapping Situation	Grand Total
20202021	2020-21 (1)	250	325	20	67		56	1	719
	2020-21 (2)	256	320	2	95		88	2	763
	2020-21 (3)	238	292	8	96		73		707
	2020-21 (4)	210	251	16	74		52	1	604
20212022	2021-22 (1)	275	253	22	93		61		704
	2021-22 (2)	282	288	17	101		52		740
	2021-22 (3)	242	249	15	108		52	1	667
	2021-22 (4)	220	294	10	102		68		694
20222023	2022-23 (1)	294	278	12	102		39	1	726
	2022-23 (2)	253	311	9	78	4	63	1	719
	2022-23 (3)	241	294	8	94	24	74		735
	2022-23 (4)	268	324	15	117	25	57	1	807
20232024	2023-24 (1)	263	309	12	93	16	59		752
	2023-24 (2)	279	285	5	102	25	69		765
	2023-24 (3)	300	284	5	98	22	61		770
	2023-24 (4)	279	220	12	97	38	47		693
20242025	2024-25 (1)	292	215	13	114	20	56	1	711
	2024-25 (2)	270	229	5	97	23	82		706
	2024-25 (3)	277	286	15	125	45	72	2	822
	2024-25 (4)	273	217	10	127	33	47		707
20252026	2025-26 (1)	297	254	10	150	36	67	1	815
Grand Total		5559	5778	241	2130	311	1295	12	15326

Note:

- The table lists the number of incidents involving violence and aggression towards staff between 01/04/2020 - 30/06/2025.
- The Trust only started recording incidents of Sexual Harassment from 2022-23 Quarter 3, hence why no data exists prior to this.

6. 6 - Incident breakdown by subcategory — quarterly

For the same periods as (5), provide the number of incidents by each subcategory listed in item (5) for each quarter (i.e., a table showing, for each quarter, counts for “Verbal abuse”, “Physical assault”, etc.). If exact subcategories differ between services, provide a crosswalk or note. I have included a sample table below, if additional columns are necessary, please include them:

Please refer to the table provided for question 5.

7. 7 - Staffing numbers (total)

- a. What is the total current number of staff employed by the Trust? Please state whether this is headcount or Full-Time Equivalent (FTE) and give the date the figure applies to (e.g. headcount / FTE as at 31 March 2025 or as at date of FOI response).

Staff in Post 31 Aug 25

Sum of FTE	Headcount
5151.73843	5584

8. Operational / clinical staff numbers

- a. Of the total in (7), how many are clinical or front-line operational staff? Please define the metric used (headcount or FTE) and the date.**

Front line staff - Staff in Post 31 Aug 25

Staff Group	Sum of FTE	Headcount
Add Prof Scientific and Technic	618.27281	706
Additional Clinical Services	1265.35297	1357
Allied Health Professionals	192.20667	210
Healthcare Scientists	3	3
Medical and Dental	355.53	388
Nursing and Midwifery Registered	1594.30582	1707
Grand Total	4028.66827	4371

Note:

Add Prof Scientific and Technic consist of

- Pharmacy
- Psychology
- Social Worker

Additional Clinical Services consist of

- Support to nursing and midwifery
- Support to AHPs
- Support to healthcare scientists and other ST&T eg Pharmacy Technician, Assistant Psychologist

9. Board minutes

- a. Please provide a copy of the most recent publicly available board meeting minutes (or relevant pages) in which violence, aggression, staff security incidents, or staff safety pertaining to violence and aggression were discussed. If these minutes are published online, please provide the link and the meeting date.**

Please refer to the link below for the requested board minutes.

Link: [Trust board papers - Birmingham and Solihull Mental Health NHS Foundation Trust](#)