



Kent and Medway

NHS and Social Care Partnership Trust

Information Governance & Records Management Department

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Dear [REDACTED]

Request for Information

I write further to your request FOI ID 35237 under the Freedom of Information Act 2000 regarding:-

Grievance & Bullying and harassment

Your request is set out below:

Please can you detail the number of grievances & bullying and harassment complaints that have been raised in the last 5 years. It would be helpful if you could detail the information in the following table:

Year	Number of Grievances Raised	Number of B&H complaints raised
1 st April 2018 – 31 st March 2019	Fewer than 5	Fewer than 5
1 st April 2019 – 31 st March 2020	Fewer than 5	Fewer than 5
1 st April 2020 – 31 st March 2021	0	0
1 st April 2021 – 31 st March 2022	Fewer than 5	Fewer than 5
1 st April 2022 – 31 st November 2022	Fewer than 5	17

Due to the low numbers involved in the response to your request I would like to confirm that we are unable to release the information, in full. We are not obliged, under section 40 (2) FOIA to provide information that is personal information of another person if releasing would contravene any of the provisions of the Data Protection Act 2018. In this instance we believe that the figures are significantly low enough that identification of those involved could be made, and would therefore contravene the first Data Protection principle, therefore section 40 (2) is engaged.

The terms of this exemption in the freedom of information act mean that we do not have to consider whether or not it would be in the public interest for you to have the information.

We are proud to be smoke free

Trust Chair – Dr Jackie Craissati
Chief Executive – Helen Greatorex

How many of the above cases remain unresolved as of 31st November 2022.

9

What number of employees, who have raised a grievance or B&H complaint since 1st April 2018, remained at the Trust, in their same role, one year after their complaint was concluded?

24

What number of respondents* involved in grievance or B&H complaints since 1st April 2018, remained at the Trust, in their same role, one year after their complaint was concluded?

*respondent refers to the person who is the subject of the grievance or bullying and harassment complaint.

Fewer than 5

Due to the low numbers involved in the response to your request I would like to confirm that we are unable to release the information, in full. We are not obliged, under section 40 (2) FOIA to provide information that is personal information of another person if releasing would contravene any of the provisions of the Data Protection Act 2018. In this instance we believe that the figures are significantly low enough that identification of those involved could be made, and would therefore contravene the first Data Protection principle, therefore section 40 (2) is engaged.

The terms of this exemption in the freedom of information act mean that we do not have to consider whether or not it would be in the public interest for you to have the information.

I confirm that the information above completes your request under the Freedom of Information Act 2000. I am also pleased to confirm that no charge will be made for this request.

If you have any questions or concerns or are unhappy with the response provided or the service you have received you can write to the Head of Information Governance at the address on top of this letter. If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision.

Yours Sincerely

On Behalf of
The Information Governance Department