FOI 1835

Date 19/06/2023

Dear Requester,

Thank you for your Freedom of Information request. Please note, this is a cross-site response for Bedford site and Luton site.

You asked:

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** |  | **Number of Complaints of Bullying & Harassment** |
|  |  |  |  |  |
| 01/04/2018 – 31/03/2019 |  | 32 |  | 10 |
|  |  |  |  |  |
| 01/04/2019 – 31/03/2020 |  | 16 |  | 12 |
|  |  |  |  |  |
| 01/04/2020 – 31/03/2021 |  | 9 |  | 11 |
|  |  |  |  |  |
| 01/04/2021 – 31/03/2022 |  | 22 |  | 8 |
|  |  |  |  |  |
| 01/04/2022 – 30/11/2022 |  | 16 |  | 8 |

How many of the above cases remain unsolved as of 30th November 2022?

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| At the end of the period there were 14 grievance cases on-going and 5 bullying & harassment cases are still live; 47.4% of these cases have been raised from quarter two onwards. |

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?

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| This information is not routinely collated and it is therefore not possible to provide a response to this question. |

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.

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| This information is not routinely collated and it is therefore not possible to provide a response to this question. |

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 Please note that the Trust has a formal internal review and complaints process which is managed by the Information Governance Manager/Data Protection Officer. Should you have any concerns with our response, you can make a formal request for an internal review. Requests for internal review should be submitted within three months of the date of receipt of the response to your original letter, and should be addressed to: dataprotectionofficer@ldh.nhs.uk. This option is available to you for up to three calendar months from the date your response was issued.

If you are not satisfied with the Trust review under the Freedom of Information Act 2000 you may apply directly to the Information Commissioners Officer (ICO) for a review of your appeal decision. The ICO can be contacted at: ICO, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF www.ico.org.uk

 Yours sincerely,

 *FOI Officer*

 Bedfordshire Hospitals NHS Foundation Trust