

Ref. No: 1221
Date: 24/09/2024
Subject: Bullying within the Trust

REQUEST

1. The number of bullying complaints made directly to HR.
2. The number of informal bullying cases handled through the HR bullying procedure.
3. The number of formal bullying cases handled through the HR bullying procedure.
4. The number of bullying cases that have gone to mediation.
5. The number of bullying cases reported through the Freedom to Speak Up process.
6. The number of bullying complaints or concerns raised via alternative informal routes, such as:
 - Line managers or supervisors (not escalated to HR).
 - Anonymous complaints or whistleblowing (not through Freedom to Speak Up).
 - Employee assistance programs or external hotlines.
7. The number of bullying incidents recorded in staff surveys or feedback forms.
8. The number of bullying-related grievances that were investigated but did not proceed through formal procedures.
9. If it is possible to anonymise the response, please include the outcome of these cases (e.g., grievances upheld, mediation successful, etc.).
10. I would appreciate it if the responses could be separated by department where applicable, by type of bullying where available (e.g., workplace bullying, harassment, cyberbullying) and by year.

RESPONSE

Section 12: cost of compliance exceeds the appropriate limit

[Insert brief explanation for application of Section 12]

Under Section 12 of the Freedom of Information Act, Mersey and West Lancashire Teaching Hospitals NHS Trust does not have to comply with a request where it is estimated that the cost of compliance would exceed the appropriate limit of £450. The appropriate limit is specified within the regulations and represents the estimated cost of one person spending 2½ working days answering the request, either wholly or partially.

Example:

The Trust would need to undertake a manual review of records to provide an answer to your request, which the Trust estimates would be too time consuming.