



I am writing to request information under the Freedom of Information Act 2000 regarding your organisation's handling of sexual harassment reports and related policies for the years 2022, 2023, and 2024 (to date).

1. How many reports or complaints of sexual harassment or inappropriate sexual conduct has your organisation received in each of the past three calendar years?

1st January 2022 - 31st December 2022 = 9
1st January 2023 - 31st December 2023 = 6
1st January 2024 - 31st December 2024 = 4

(1 through Dignity at Work, 17 through Disciplinary and 1 through Whistleblowing.)
2. What is your organisation's formal policy for handling reports of sexual harassment?

There is the Dignity at Work Policy which is used for all types of Bullying and Harassment concerns including Sexual. It ensures that preventative and proactive measures are established in relation to behaviours in the workplace which could be construed as harassment, discrimination, victimisation or bullying. Where this does occur, the policy aims to ensure that appropriate and effective action is taken to prevent any recurrence and protect those affected.
3. Do you classify reports of sexual harassment as "whistleblowing reports" under your current policies?

No, as it falls within our Dignity at Work Policy, we would always encourage issues to be investigated thoroughly therefore the individual is usually known.
4. Please provide the total number of whistleblowing reports your organisation has received in each of the last three years, and indicate how many of these related specifically to sexual harassment.

1st January 2022 - 31st December 2022 = 2 Whistleblowing reports, 0 relating to Sexual Harassment.
1st January 2023 - 31st December 2023 = 1 Whistleblowing report, 1 relating to Sexual Harassment.
1st January 2024 - 31st December 2024 = 1 Whistleblowing report, 0 relating to Sexual Harassment.