

## Freedom of Information request 443-18

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### Request

I'm doing some research into Bullying and Harrassment of employees in Scottish Public Sector workplaces for a presentation to give at an upcoming STUC event and are looking to obtain some stats/averages. Please could you advise the following information

1. How many bullying and harrassment cases were reported in your organisation over the past 2 years broken down by year ie 2016-17 (FY) and 2017-18 (FY)
2. Could you advise these figures also broken down as to how these were linked by protected characteristic in line with the Equality Act 2010
3. Do you have any good examples of support in place within your organisation to staff who are affected by bullying and harrassment issues
4. What steps is your organisation taking to prevent B&H issues from occurring

### Response

1. Within NHS Borders please find below the number of cases of bullying and harassment reported, and addressed by either formal procedures or informal resolution by agreement:

2016/17 – 8  
2017/18 – 9

2. No case was linked to protected characteristics.
3. NHS Borders have implemented the PIN Policy on Preventing Bullying and Harrassment in the Workplace.

<http://www.staffgovernance.scot.nhs.uk/media/1406/preventing-and-dealing-with-bullying-and-harrassment-in-nhsscotland-pin-policy.pdf>

4. NHS Borders have, following partnership discussions with staff side colleagues trained some line managers and staff side representatives to act as workplace mediators and introduced an internal mediation service.

Details of our Dignity at Work Audit Tool:

<http://www.staffgovernance.scot.nhs.uk/improving-employee-experience/dignity-at-work-project/workplace-stories/nhs-borders/>

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or [foi.enquiries@borders.scot.nhs.uk](mailto:foi.enquiries@borders.scot.nhs.uk).

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **443-18** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.