

## Freedom of Information request 197-22

---

### Request

I would like to request the following information under the Freedom of Information Act:

1. In this health board, in the 2021-22 financial year, how many cases of bullying were record? Please also provide the data for the 2020-21, 2019-20, 2018-19 and 2017-18 financial years.
2. Where cases of bullying have been recorded, please specify the hospitals within this health board where those cases have been recorded.
3. Where cases of bullying have been recorded in this health board, please outline the nature of the recorded incidents. For example, is it inappropriate language or sexual misconduct etc.?
4. Where cases of bullying have been recorded in this health board, please outline what steps were taken to remediate the situation. For example, was the individual disciplined or relieved of their position etc.?

### Response

1. Number of Bullying and Harassment Cases per financial year:
  - 2021/22: <5
  - 2020/21: 7
  - 2019/20: 7
  - 2018/19: <5
  - 2017/18: 8
2. Within NHS Borders, we do not record the hospitals the cases took place however we have provided this by Clinical Board area:

Total Cases by Clinical Board Area:

- Borders General Hospital – Acute: 14
- Primary & Community Services: 9
- Support Services:<5
- Mental Health: <5

3. Nature of Incidents include:

- Racial Discrimination
- Hostile working environment
- Bullying Behaviours
- Intimidating behaviour
- Victimisation
- Undermining Behaviour
- Management Style
- Inappropriate behaviour
- Failure to be treated with dignity & respect
- Derogatory tones and manner
- Inappropriate language
- Inequity

4. A list of steps which have been taken to provide resolution:

- Not upheld
- Partially upheld
- Proceeding to a conduct hearing
- Recommendations being made
- Informal action – facilitation
- Informal action – mediation

As the number of events in some areas are very small and in accordance with the Code of Practice for Official Statistics any number that is less than five, actual numbers and potentially identifiable information is withheld to help maintain patient confidentiality due to potential risk of disclosure. Further information is available in the [ISD Statistical Disclosure Control Protocol](#).

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 **197-22** 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.