

## Freedom of Information (Scotland) Act 2002

<b>DATE RECEIVED</b>	03/05/2022	<b>SUBJECT</b>	Bullying		
<b>PASSED TO</b>	HR	<b>DATE PASSED</b>	03/05/2022	<b>RESPOND BY</b>	24/05/2022
<b>CATEGORY</b>	Scottish Parliament		<b>FoI NUMBER</b>	2022-157	

Question/s to be Answered

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

- 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.

2017/18	2018/19	2019/20	2020/21
<5	<5	7	<5

Where less than 5 is stated, this information is exempt (s16(1)(b)) under section 38(1)(b) as read with section 38(2)(a)(i).- As the number is less than 5 it is felt that to give any more detailed information would potentially identify individuals.

- Where cases of bullying have been recorded, please specify the hospitals within this health board where those cases have been recorded.

NHS Shetland only has one hospital – Gilbert Bain Hospital

- 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.?

Most have been interpreted as either offensive, intimidating, malicious or insulting behavior

- 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.?

Some were dealt with via mediation process, some were disciplined via Conduct process and issued with most appropriate sanction, some resigned before process ended