

## Freedom of Information Request

1. How many complaints of Bullying and Harassment by Northern Trust Staff, of all grades, being made in the last 15 years? I meant complaints of bullying and harassment by Northern Trust Employee made to the Northern Trust against other Trust Employee and against management of Northern Trust.

**Response:**

**The Northern Trust came into being in 2007 and since that time there have been 14 complaints of bullying and/or harassment under the former Management of Harassment in the Workplace and the current Conflict, Bullying and Harassment policies.**

2. How many complainants were white and other ethnicity employees of the Trust? I meant among all the complaints (the people who made complaints) of bullying & harassment to Northern Trust, what were the numbers of British or white employee, specially doctors and other ethnic origin, overseas, coloured, non-national employee & doctors.

**Response:**

**Of the 14 complainants; 7 were of white ethnicity, 3 were of other ethnicity and 4 complainants have not disclosed their ethnicity.**

**Of the 14 complainants 2 were doctors of other ethnicity.**

3. How many complaints were dealt internally by the Trust?

**Response:**

**All 14 complaints were dealt with internally by the Trust.**

4. How many complaints were dealt by Trust via external( outside Trust) investigators.

**Response:**

**In one case there was an internal investigator and an external investigator.**

5. For how many complaints Northern Trust brought external investigators in bullying and harassment complaints and how many were for different ethnicity. group of employers? I meant the Northern Trust when investigating these types of complaints, how many complaints were investigated by external investigator brought by Northern Trust. Normally these complaints investigated internally within the Trust. Please



provide numbers of complaints dealt by trust internally and externally and how many were for overseas doctors of different ethnicity and how many were for white ethnicity doctors /employee.

**Response:**

**In the case referenced above at 4, the complainant was of other ethnicity.**

6. How many Alert Letters were issued for the Northern Trust employer (doctors)?

**Response:**

**2 Alert Letters were issued during this period**

7. How many Northern Trust doctors were dismissed national and non- national?

**Response:**

**No Northern Trust doctors have been dismissed as a result of complaints of bullying or harassment.**

**Two Trust doctors have been dismissed as a result of the disciplinary process; 1 doctor was of other ethnicity and 1 doctor did not disclose their ethnicity.**