

**Information Governance**

Robert Dolan House  
9 Alie Street  
London  
E1 8DE

**Email** [elft.foi@nhs.net](mailto:elft.foi@nhs.net)

**Website:** <https://www.elft.nhs.uk>

12 September 2023

**Our reference: FOI DA4901**

I am responding to your request for information received 16 August 2023. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,

**Information Rights Coordinator**

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision.

If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Tel: 0303 123 1113  
Web: [www.ico.org.uk](http://www.ico.org.uk)

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We promise to work together creatively to: learn  
'what matters' to everyone, achieve a better quality  
of life and continuously improve our services.  
**We care . We respect . We are inclusive**

**Interim Chief Executive:** Lorraine Sunduza  
**Chair:** Eileen Taylor

**Request:**

**Question 1: Please provide information regarding complaints received by your organisation's HR department between January 2021 and August 2023 that concern senior members of staff, with suitable redactions.**

**(For the purposes of this request, by "senior", I mean consultant-level doctors, board members, and any other staff at agenda for change grades 8a or above.)**

**Please specify:**

- a. the date of the complaint,**
- b. the relationship of the complainant to the person making the report,**
- c. the nature of that complaint,**
- d. the complaint route,**
- e. the outcome**

**Answer:** Please see table below:

<b>Year</b>	<b>Relationship of Complainant to the person making the report</b>	<b>Nature of the Complaint</b>	<b>The complaint Route</b>	<b>The Outcome</b>
2021	Work colleague	Harassment	Dignity at work	Not upheld
2022	Work colleague	Bullying and Harassment	Dignity at work	Partially upheld
	Work colleague	Management processes, bullying and harassment	Grievance	Partially upheld
	Work colleague	Race	Dignity at work	Partially upheld
	Work colleague	Working relationship	Grievance	Partially upheld
	Work colleague	Harassment	Dignity at work	Not upheld
	Work colleague	Management decisions	Dignity at work	Partially upheld
	Management	Bullying and Harassment	Dignity at work	Ongoing
	Line manager	Bullying and Harassment	Grievance	Partially upheld
	Work colleague	Bullying and Harassment	Dignity at work	Not upheld
	Work colleague	Working relationship	Dignity at work	Not upheld
	Recruiting manager	Process Failure	Dignity at work	Partially upheld
	Work colleague	Bullying and Harassment	Dignity at work	Not upheld
	Work colleague	Bullying and Harassment	Dignity at work	Partially upheld
	Work colleague	Management decisions	Grievance	Ongoing
2023	Line manager	Bullying and Harassment	Grievance	Partially upheld



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**Question 2: Please also provide the total number of staff at your organisation (e.g. 5,000).**

**Answer:** The total number of staff at the Trust is 12,194.



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