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WALES

Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board



Freedom of Information Request: Our Reference CTMUHB_18_26

You asked:

Request for Misconduct Data (Last 5 Years)

Under the Freedom of Information Act (2000), I would like to request the following information held by your organisation:

1. The number of incidents of bullying and harassment (excluding sexual misconduct) reported each year for the last five years
2. A breakdown of incidents of bullying and harassment by medical specialty including anaesthetists
3. The number of incidents of sexual misconduct reported each year for the last five years.
4. A breakdown of incidents of sexual misconduct by medical specialty including anaesthetists
5. The number of staff dismissed as a result of each of these incidents.

Our response:

The reported cases of bullying and harassment including sexual misconduct are held in our Employee Relations tracker. However, the way in which data is held in this tracker has evolved over the reporting period and consequently has impacted on the breakdown of data available. Prior to April 2025 the data was held in a grouped format by Care Group level. Therefore, the data is provided as a collective figure for bullying, harassment and sexual misconduct cases prior to this date.

Please see data we are able to provide in the table below:

Year	Total bullying, harassment and sexual misconduct cases
2025	37 cases of bullying and harassment including sexual misconduct in total. 22 of those cases were from 01/04/2025.
2024	39
2023	19
2022	*Less than 5
2021	*Less than 5

We can confirm that the Health Board does hold this information. However, to release the specific information in the way that you have requested would mean disclosure of low numbers. *Where numbers are low we have considered that there is the potential for the individuals to be identified from the information provided, when considered with other information that may also be in the public domain.

In our view disclosure of these low figures would breach the General Data Protection Regulation (GDPR) and Data Protection Act 2018 and its disclosure would be contrary to the data protection principles and constitute as unfair and

unlawful processing in regard to Articles 5, 6, and 9 of GDPR. We are therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This exemption is absolute and therefore there is no requirement to apply the public interest test.

However, in order to fulfil our obligation under Section 16 of the Act to provide advice and assistance we can confirm the following:

Breakdown of bullying, harassment and sexual misconduct from **01/04/2025**
– **31/12/2025**:

- Bullying - 7
- Harassment - 12
- Sexual Harassment – *Less than 5

Medical specialty:

- Anaesthetics
- CAMHS
- Emergency & Acute
- Facilities
- Mental Health
- Obs & Gynae
- Specialty Medicine
- Estates
- Nursing Team
- COO

Bullying, harassment and sexual misconduct (unable to split as stated above) cases between **01/01/2021 – 31/03/2025**

Care Group	Total number
Chief Operating Officer (COO)	9
Corporate	8
Bank	*Less than 5
Children and Families	10
DTPS	9
Mental Health and Learning Disabilities	11
Planned Care	5
Primary and Community	12
Unscheduled Care	10

Fourteen cases remain open and therefore do not have a reportable final sanction. Of the closed cases there has been *less than 5 dismissals.