

<b>Reference:</b>	FOI.19271.26
<b>Subject:</b>	Misconduct data
<b>Date of Request:</b>	12 January 2026

**Requested:**

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.

**Clarified:**

Staff to staff incidents please

**Response:**

Hywel Dda University Health Board (UHB) is unable to provide you with some of the requested information as there is a potential risk of identifying individuals if this was disclosed. The UHB is therefore withholding the following details under Section 40(2) of the FoIA:

- The information requested for questions 2, 4 and 5, due to the low number of cases (less than 5)
- The figures in the table for question 3 that have been replaced with an asterisk (\*) due to the low number of cases (less than 5)

It is not within the expectation of these individuals that their personal data would be released into the public domain. This information is classed as personal data of a third party. Therefore, it is being withheld in accordance with the exemption set out in section 40(2) of the FoIA, by virtue of section 40(3)(a) of the FoIA, which permits a public authority to withhold personal data other than the requestor's where the disclosure would breach Data Protection principles.

This information is protected by the Data Protection Act 2018 (DPA)/UK General Data Protection Regulations, as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles of the UK GDPR. This exemption is absolute and therefore, there is no requirement to apply the public interest test.

In reaching this decision, the DPA and UK GDPR define personal data as data that relates to a living individual who can be identified solely from that data or from that data and other information, which is in the possession of the data controller.

However, whilst operating in accordance with the Section 45 Freedom of Information Code of Practice, the UHB has a duty to provide advice and assistance and provides the information by calendar year below.

1. The UHB provides within the table below, the number of bullying and harassment incidents recorded during the 2021 to 2025 calendar years.

<b>Calendar year</b>	<b>Number</b>
2021	12
2022	32
2023	35
2024	43
2025	55

2. An exemption under Section 40 has been applied.
3. The UHB provides within the table below, the number of sexual misconduct incidents recorded during the 2021 to 2025 calendar years.

<b>Calendar year</b>	<b>Number</b>
2021	*
2022	8
2023	19
2024	10
2025	*

4. & 5. An exemption under Section 40 has been applied.