

<b>Reference:</b>	FOI.19096.25
<b>Subject:</b>	Sexual safety incidents
<b>Date of Request:</b>	12 December 2025

**Your request and our 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 question 3 broken down by the categories exactly as requested due to the low number of cases (less than 5). The UHB has therefore combined the number of rape and other incidents.
- The information requested for question 4 broken down by the age ranges exactly as requested due to the low number of cases (less than 5). The UHB has therefore combined the age ranges.
- The information requested for question 6 due to the low number of cases (less than 5).

This information is protected by the Data Protection Act 2018 (DPA)/UK General Data Protection Regulations (UK GDPR), 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 it holds below.

1. How many sexual safety incidents took place in trust premises since 1 January 2020 to date?

<b>Total</b>
135

2. Please provide a breakdown of the total provided in question 1 by calendar year\*

<b>a. 2020</b>	<b>b. 2021</b>	<b>c. 2022</b>	<b>d. 2023</b>	<b>e. 2024</b>	<b>f. 2025 to date</b>
19	16	28	26	18	28

3. Please provide a breakdown of the total provided in question 1 by type of sexual safety incident

<b>a. Rape/Other</b>	<b>b. Sexual assault</b>	<b>c. Sexual harassment</b>	<b>d. Stalking</b>	<b>e. Abusive sexual remarks</b>
34	57	20	0	24

4. Please provide a breakdown of the total provided in question 1 by age of victim in the following categories: a. under 18, b. 18-64 and c. 65 and over\*\*

<b>a. 0-64</b>	<b>b. 65+</b>
47	29

Please note: Fifty-nine (59) of the one hundred and thirty-five (135) records didn't capture the date of birth for the person affected and therefore no age is available.

5. Please provide a breakdown of the total provided in question 1 by status of the victim and perpetrator in the following categories:
- Perpetrator was a staff member, and victim was staff member
  - Perpetrator was a member of the public (or patient) and victim was a member of the public (or patient)
  - Perpetrator was a member of the public (or patient) and victim was a staff member
  - Perpetrator was a staff member, and victim was a member of the public (or patient)

<b>a. Staff against staff</b>	<b>b. Public/patient against public/patient</b>	<b>c. Public/patient against staff</b>	<b>d. Staff against public/patient</b>
5	36	85	9

6. Please provide a breakdown of the total number of rapes since 1 January 2020 (i.e. the answer to 3a) by the age of the rape victim in the following categories: a. under 18, b. 18-64 and c. 65 plus\*\*

<b>a. Under 18</b>	<b>b. 18-64</b>	<b>c. 65+</b>
Section 40 exemption applied		

7. Does your trust have a dedicated policy to deal with sexual assault and harassment? If so please provide a copy of your trust's written policy and if possible, provide a date that the current policy was put in place.

The UHB has applied an exemption under Section 21 of the FoIA, as the policies relating to your request are already in the public domain and are accessible by another means. The following policies are available on the UHB's website:

- Policy 1433 – NHS Wales anti sexual harassment policy
- Policy 311 – Domestic abuse and sexual violence workplace policy
- Policy 285 – Violence and aggression policy

For ease of reference, please click on the link provided below, which will take you directly to the policies and written control documents webpage:

[Policies and written control documents - Hywel Dda University Health Board](#)

Additionally, the UHB also provides a copy of Policy 592 - "Ask and Act" - Violence against Women, Domestic Abuse and Sexual Violence (VAWDASV) Policy, at Attachment 1.

\*If your trust records this information in tax year, please provide the following yearly totals instead: 2020/21, 2021/22, 2022/23, 2023/24, 2024/25, 2025/26 to date.

\*\*If your trust records this information in different age categories, please provide any information on age of victim available.