Torbay and South Devon
NHS Foundation Trust

Email: foi.tsdft@nhs.net
Our Ref: TSD10881

2 November 2026

Dear Sir/Madam

Request for Information

We are writing to confirm that we have now completed our search for the information you requested.

A copy of the information is below:

For the period 1 May 2026 to 30 September 2026, please provide the following aggregate Trust-wide figures:

1. **Formal grievances raised.** <5
2. **Disciplinary investigations commenced.** 14
3. **Staff suspended, excluded or restricted from normal duties pending investigation.** 5
4. **Investigations concluding with no case to answer or no further action.** 0
5. **Dismissals following disciplinary proceedings.** 0
6. **Disciplinary appeals.** 0
7. **Grievances upheld, partially upheld and not upheld.** 0
8. **Freedom to Speak Up concerns, including, where recorded, those relating to failure to follow process, bullying/harassment, management conduct or alleged detriment after speaking up.**

   Data from 1st April – 30th September:

   Total cases recorded: 38

   Bullying/Harassment: 14

   Detriment after speaking: 26

   Management conduct: 0

Failure to follow process: 3

9. **ACAS Early Conciliation notifications and Employment Tribunal claims received. Total-** <5

For Ricky Grant Day Unit/Oncology, please provide the equivalent available aggregate information for the 12 months from 1 October 2025 to 30 September 2026, including:

- **formal staff grievances;** 0
- **complaints concerning bullying, harassment or management conduct;** 0
- **disciplinary investigations;** 0
- **staff restrictions or suspensions pending investigation;** 0
- **cases concluding with no further action;** 0
- **Freedom to Speak Up concerns;** <5
- **Ricky Grant Unit turnover for 12 months ending 30 September 2026 –** 4.5%
  The reason for leaving is recorded as: Voluntary Resignation – Work Life Balance.

  Creating a safe, inclusive and supportive place to work is one of our most important priorities to support our colleagues to provide safe and compassionate care.
  Based upon feedback from our Staff Survey, our new independent Freedom to Speak UP Guardian service launched on 12 October to give colleagues access to experienced, externally employed Guardians who can offer confidential and independent support.
  Freedom to Speak Up provides a safe space for colleagues to raise concerns, seek advice or talk through issues affecting patient care, patient safety or their experience at work. This might include concerns about bullying, harassment, discrimination, inappropriate behaviour, unsafe ways of working or anything else that doesn't feel right.
  The new service is available 24 hours a day, seven days a week, 365 days a year, and support is available in person, telephone and online.
  In addition to our Freedom to Speak Up Guardians service, colleagues can also raise concerns with their manager, senior leaders, StaffSide, staff networks and our People team.
  Our Chief Executive, Chief Nurse, Chief Medical Officer and Chief People Officer also offer informal open door sessions where people can discuss a range of issues to help improve their working conditions. Our CEO and CPO have also

recently started a running a Culture and Learning roadshow across our acute and community settings to provide more opportunities to listen to colleagues' issues. Our CEO also runs regular Meet Joe sessions across our sites, and has a dedicated Ask Joe email for people to contact him.

Low Numbers:
Where there are less than 5, we are unable to provide the exact information you require as this may enable the identification of our employees, members of the public or patients. This would constitute personal information and would be considered exempt under Section 40 of the Freedom of Information Act. Section 40 (FOI Act) provides an exemption to disclosure, where disclosure would contravene any of the Data Protection principles. This exemption is an absolute exemption that is not subject to the public interest test. Where the information relates to an individual who can be identified from that data, or from that data when added to other information, in the possession of, or likely to come into the possession of the data controller, this meets the definition of personal data as defined by the Data Protection Act.

The information supplied to you continues to be protected by the Copyright, Designs and Patents Act 1988. You are free to use it for your own purposes, including any non-commercial research you are doing and for the purposes of news reporting.

If you wish to discuss any of the above, please contact us, quoting the FOI reference number above.

If you are unhappy with the way in which we have handled your request, please contact the Data Protection and Freedom of Information Lead in the first instance. If you wish to make a formal complaint, you should write to our Complaints Manager at Torbay and South Devon NHS Foundation Trust, First Floor Bowyer Building, Torbay Hospital, Torquay TQ2 7AA or by email to tsdft.feedback@nhs.net

If you are not content with the outcome of your complaint or the internal review, you may apply directly to the Information Commissioner for a decision. Generally, the Information Commissioner will only make a decision once you have exhausted the complaints and/or internal review process provided by us. The Information Commissioner can be contacted at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or through this link https://ico.org.uk/global/contact-us/

Yours sincerely,

Freedom of Information Team