

12 September 2025

Disciplinary Statistics

1. How many staff members have been disciplined in the last 5 years and for what reason?

140 staff members.

Please note that only staff who have received a formal disciplinary sanction following referral to a disciplinary panel have been included. This does not include those who were subject to a disciplinary investigation who did not receive a sanction.

2. What was the grade of the staff member?

Grade	No. of staff
Band 1	13
Band 2	27
Band 3	40
Band 4	7
Band 5	33
Band 6	8
Band 7 and above and Medical*	12
Grand Total	140

**Please note these pay bands have been grouped to maintain confidentiality.*

3. What was the reason?

Reason	No. of staff
Attendance Management Protocol	32
Abusive language/assault/threatening behaviour	15
Adult Safeguarding concerns (MAH)	23
Breach of contract of employment	11
Health and safety	6
Information Governance Breach	7
Bullying and Harassment	8
Criminal conduct	11
Theft and fraud	12
Inappropriate/ unprofessional conduct	6
Drugs and alcohol	9
Grand Total	140

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4. What was the outcome?

Outcome	No. of cases
Dismissal	36
Final warning	38
Final warning and other sanction	7
Formal warning	34
Summary dismissal	23
Transfer	<5
Transfer; downgrading	<5
Grand Total	140

Where numbers are low we have put <5 rather than state the actual figure. This is to ensure that staff remain non identifiable. Disclosure of this information would breach the first data protection principle, which relates to the fair and lawful processing of personal data. We have therefore concluded that this information is exempt from release under Section 40(2) of the Freedom of Information Act which relates to personal information relating to a third party.