

11 May 2023

BHSCT policy on Reasonable Adjustments for disabled people, Grievances, Harassment, Bullying, Whistleblowing and Discrimination

I would like to have a copy of BHSCT policy on Reasonable Adjustments for disabled people, Grievances, Harassment, Bullying, Whistleblowing and Discrimination.

Please find attached the following policies which we have mapped to what was requested:

Requested	Response
Reasonable Adjustment	BHSCT does not have a standalone Reasonable Adjustment Policy. The Trust considers reasonable adjustments in all aspect of our policies and procedures in line with our statutory duty. This is set out in the attached Disability Equality Regional Policy.
Grievance Policy	Grievance Procedures attached
Harassment Policy	Conflict Bullying and Harassment in the Workplace Policy and Procedure attached
Bullying Policy	
Discrimination Policy	
Whistleblowing Policy	Whistleblowing Policy – ‘your right to raise a concern’ attached

Please note that where redactions have been made, this information is exempt from release under S40(2) Personal Information and S38 Health and Safety.

With regards to Staff names, telephone numbers and email addresses, this information is exempt under Section 40(2) of the Freedom of Information Act 2000 which relates to personal information relating to a third party. Information of a personal nature is exempt from release where its disclosure would constitute a breach of the principles of the GDPR 2018.

This information is also exempt under Section S38 of the Freedom of Information Act 2000 which relates to Health and Safety. This is to protect staff from being targeted (for example on social media) and not to leave them exposed to harassment.