

Our ref: IG/FOI/FOI.015.26

29 January 2026

Sent via email to: [REDACTED]

Dear [REDACTED]

Request under the Freedom of Information Act 2000

I write further to your request for information which was received on 09 January 2026 and subsequent clarification received on 22 January 2025, to confirm, in accordance with S.1(1)(a) of the Freedom of Information Act 2000, that Powys Teaching Health Board (PTHB) does hold the information that you require, but have applied an exemption to elements of this request. For ease of reference your request is set out below and the Health Board's response follows.

Your Freedom of Information (FOI) Request and Powys Response (Bold):

I am writing to you under the Freedom of Information Act to request the following information:

Q1. The number of incidents of bullying and harassment (excluding sexual misconduct) reported each year for the last five years.

Q2. A breakdown of incidents of bullying and harassment by medical specialty including anaesthetists.

Q3. The number of incidents of sexual misconduct reported each year for the last five years.

Q4. A breakdown of incidents of sexual misconduct by medical specialty including anaesthetists.

Q5. The number of staff dismissed as a result of each of these incidents.

Clarification Requested:

Q2 & Q4. Please can you confirm whether you require the information for medical specialty in the context of specific roles/ positions OR by areas of service provision?

Q3. Please can you clarify the category of incident you require i.e. staff to staff, patient to staff, staff to patient etc

Clarification response:

Q2 & Q4. By specific medical speciality please, for example anaesthetists.

Q3. Staff to staff please.

Powys Response:

Q1. Powys Teaching Health Board (PTHB) is unable to provide the information in the format requested due to the low numbers of individuals involved (5 or less). PTHB believes there is a potential risk of individuals being able to be identified, when considered with other information already available within the public domain, if this was disclosed. Therefore, the data is classed as personal data as defined under the UK General Data Protection Regulation (UK GDPR) and Data Protection Act 2018 and its disclosure would be contrary to the data protection principles and constitute unfair and unlawful processing in regard to Articles 5, 6, and 9 of UK GDPR. We are therefore withholding this detail under Section 40(2) of the Freedom of Information Act 2000. This exemption is absolute and therefore there is no requirement to apply the public interest test.

To comply with our obligation under Section 16 of the Act, the duty to provide help and assistance, there were 7 incidents of bullying and harassment (excluding sexual misconduct) reported in 2020 - 2023 and 8 incidents in 2024 - 2025.

Q2. Please see Section 40 exemption above.

Q3. There have been no incidents of sexual misconduct reported over the period requested.

Q4. Not applicable based on Q3.

Q5. There have been no staff dismissed as a result of these incidents.

If you have queries or any concerns, contact details are given at the top of the letter. Please remember to quote the reference number above in any future communications. If you are dissatisfied with the handling or response to your request and wish to ask for a review of this, please contact us and we will arrange for this to be done.

Further information is available from the Information Commissioner's Office who can be contacted at:

Address: Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH.

Telephone: 0330 414 6421

Complaints Portal: www.ico.org.uk/foicomplaints

Web site: <https://ico.org.uk/>

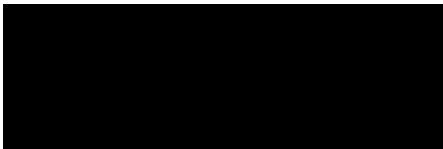
Re-use of Public Sector Information

All information supplied by the Health Board in answering a request for information (RFI) under the Freedom of Information Act 2000 will be subject to the terms of the Re-use of Public Sector Information Regulations 2015.

Under the terms of the Regulations, the Health Board will licence the re-use of any or all information supplied if being used in a form and for the purpose other than which it was originally supplied. This license for re-use will be in line with the requirements of the Regulations and the licensing terms and fees as laid down by the Office of Public Sector Information (OPSI). Most licenses will be free; however, the Health Board reserves the right, in certain circumstances to charge a fee for the re-use of some information which it deems to be of commercial value.

Further information including a sample license terms and fees can be found at [Open Government Licence](#).

Yours sincerely



Mark McIntyre
Deputy Director for People and Culture

Rydym yn croesawu derbyn gohebiaeth yng Nghymraeg. Byddwn yn ateb y fath ohebiaeth yng Nghymraeg ac ni fydd hyn yn arwain at oedi.

We welcome receiving correspondence in Welsh. We will reply to such correspondence in Welsh and this will not lead to a delay.