

Dear

**FREEDOM OF INFORMATION – VIOLENCE AGAINST STAFF**

I write in response to your request for information in relation to violence against staff in NHS Lothian.

**Question:**

For the time period 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024 (or your nearest 12-month period), please provide the following information. Please could you break this information down into incidents involving female staff / male staff.

Violent incidents can include verbal abuse or threats including face to face; online and via telephone; physical attacks; threatening behaviour; racial abuse and sexual harassment / violence.

1. Please provide the total number of violent incidents on your staff broken down by job title/category of worker.

**Answer:**

The table below details the information you have requested. I have not released numbers of 5 or fewer in the table, as this information could lead to the identification of the individuals involved. Since we do not have their consent to release their personal data, the information is exempt under section 38 of the Freedom of Information (Scotland) Act 2002 as to provide it would breach the principles of the Data Protection Act 2018.

It is not possible to break this data down to incidents against male or female staff as this information is not collected centrally. Information will be held in individual incident records, but in order to provide the information you request it would be necessary to review each record over the period you have specified, requiring significant resources. Under section 12 of the Freedom of Information (Scotland) Act 2002, NHS Lothian is not required to respond to your request if the resources required to do so equate to more than £600 in cost.

<b>Incidents of violence against staff, 2023-24, NHS Lothian</b>	
<b>Staff category</b>	<b>Number of incidents</b>
Allied Health Professional	50
Car Park Attendant	9



Headquarters  
Waverley Gate  
2-4 Waterloo Place  
Edinburgh EH1 3EG

Chair Professor John Connaghan CBE  
Chief Executive Calum Campbell  
Lothian NHS Board is the common name of Lothian Health Board

<b>Incidents of violence against staff, 2023-24, NHS Lothian</b>	
<b>Staff category</b>	<b>Number of incidents</b>
Director	≤5
Dental	6
Doctor	20
Estates Staff	≤5
Manager / Supervisor	19
Nurse / Midwife	1,448
Ophthalmic Imaging Technician	≤5
Pharmacist	≤5
Phlebotomist	≤5
Physician Associate	≤5
Porter	≤5
Psychologist	≤5
Security Officer	≤5

Question:

2. Please provide a breakdown of the nature of the violent incident e.g., verbal, physical, threatening behaviour.

Answer:

The information you have requested is detailed in the table below. It is not possible to break this data down to incidents against male or female staff as this information is not collected centrally. Information will be held in individual incident records, but in order to provide the information you request it would be necessary to review each record over the period you have specified, requiring significant resources. Under section 12 of the Freedom of Information (Scotland) Act 2002, NHS Lothian is not required to respond to your request if the resources required to do so equate to more than £600 in cost.

<b>Incidents of violence against staff, 2023-24, NHS Lothian</b>	
<b>Incident type</b>	<b>Number of incidents</b>
Physical violence	1,176
Verbal violence	432

Question:

3. How many violent incidents have been reported under RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences) Regulations, with a breakdown by job title/category of worker?

Answer:

The information you have requested is detailed in the table below. It is not possible to break this data down to incidents against male or female staff as this information is not collected

centrally. Information will be held in individual incident records, but in order to provide the information you request it would be necessary to review each record over the period you have specified, requiring significant resources. Under section 12 of the Freedom of Information (Scotland) Act 2002, NHS Lothian is not required to respond to your request if the resources required to do so equate to more than £600 in cost.

I have not released numbers of 5 or fewer in the table, as this information could lead to the identification of the individuals involved. Since we do not have their consent to release their personal data, the information is exempt under section 38 of the Freedom of Information (Scotland) Act 2002 as to provide it would breach the principles of the Data Protection Act 2018.

<b>Incidents of violence against staff reported to RIDDOR, 2023-24, NHS Lothian</b>	
<b>Staff category</b>	<b>Number of incidents</b>
Manager	≤5
Nurse	25

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at [www.itspublicknowledge.info/appeal](http://www.itspublicknowledge.info/appeal). If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the reviewer at the address at the top of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhslothian.scot/FOI>

Yours sincerely

**ALISON MACDONALD**  
**Executive Director of Nursing Midwifery and AHPs**  
 Cc: Chief Executive