

**Office of the Director of Corporate Governance
St Andrew's Court
St Michael's Rd
Portsmouth
PO1 2PR
Direct Line: 023 9284 3103**

1 July 2019

Ms Nicky Michaels

By email only to: request-581183-6294ca58@whatdotheyknow.com

Dear Ms Michaels,

I write further to your request for information, below, made on 6 June 2019, under the terms of the Freedom of Information Act 2000, and to the University's acknowledgement of the same date.

Having consulted my colleagues, I am now able to provide the following response to your request.

QUESTION ONE: COUNSELLING AND MENTAL HEALTH SERVICES

The total number of staff that accessed University counselling and mental health services in 2016/17 and 2017/18.

Please present in a table showing figures separately for each academic year (e.g. 2016/17, 2017/18) or by each calendar year, where data is collected in this way - according to the following categories:-

- a) How many were academic staff?*
- b) How many were professional services staff?*
- c) How many were male?**
- d) How many were female?**

The University does not hold records of the number of staff that accessed the Employee Assistance programme broken down by academic year. Due to these records being kept in anonymised format; it has not been possible to provide the requested figures in the specified format. The following data, therefore, refers to calendar years.

Further, the University does not hold a record of the breakdown between academic staff and other members of University staff and therefore, this has not been provided:

January 2016 – December 2016

Emotional Support (Counselling)			Legal & Information			Management Support		
Female	Male	Other	Female	Male	Other	Female	Male	Other
75	34	<5	25	11	<5	<5	<5	<5

January 2017 – December 2017

Emotional Support (Counselling)			Legal & Information			Management Support		
Female	Male	Other	Female	Male	Other	Female	Male	Other
75	33	0	30	11	0	No data available for this reporting period		

January 2018 – December 2018

Emotional Support (Counselling)			Legal & Information			Management Support		
Female	Male	Other	Female	Male	Other	Female	Male	Other
62	27	<5	31	<5	<5	No data available for this reporting period.		

Given that in some instances this response refers to a small number of cases, the University has decided that it is not appropriate to provide any further information, as disclosing this may result in identification of the individuals involved. Therefore, the University relies on the exemption at section 40(2) of the Freedom of Information Act 2000, which relates to personal data, from disclosing any further details than those presented above.

QUESTION TWO: OCCUPATIONAL HEALTH

During the last two full academic years (please present in a table showing figures for each academic year i.e. 2016/17 and 2017/18) or by each calendar year as appropriate, how many staff members were referred to Occupational Health (please highlight by year, whether these were self-referrals, management referrals, or referrals falling into different categories)?

Where the information is available (i.e. either collected by you or held for you by an EAP/EAFP), please separate into the following categories (for each year):-

- a) How many were academic staff?*
- b) How many were professional services staff?*
- c) How many were male? **
- d) How many were female?**

The University does not hold a record of the breakdown between academic staff and other members of University staff and therefore, this has not been provided

2016-2017

Male	Female
194	271
Total	465

2017/2018

Male	Female
164	325
Total	489

QUESTION THREE: EAP/EAFP PROVIDER CHANGES

Please also indicate whether you have changed EAP/EAFP since 2015 and if so, in what year.

The University has not made any changes to this provision since 2015.

I appreciate that this response is not as full as you would have hoped, and therefore, should you have any queries regarding this response, please feel free to contact me either by replying to the email which sends this letter, or directly by telephone on 023 9284 3103. If you are unhappy with the University's response, you may request an internal review of the response by writing to the Vice-Chancellor, at the address at the top of this letter, or by email to vice-chancellor@port.ac.uk.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner's Office for a decision. The Information Commissioner's Office can be contacted at:

Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,



Nicola Young
Assistant Complaints and Information Disclosure Officer