



Ref: FOIA Reference 2018/19-779

Date: 5th April 2019

Email foi@uhnm.nhs.uk

Dear

I am writing in response to your email dated 29th March 2019 requesting information under the Freedom of Information Act (2000) regarding sexual misconduct.

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Q1 The name of your Trust

A1 University Hospitals of North Midlands NHS Trust (UHNM)

Q2 For each of the last five calendar years, 2014, 2015, 2016, 2017 and 2018, please state the number of allegations AGAINST a staff member of:

- **Sexual misconduct**
- **Sexual harassment**
- **Sexual assault**
- **Rape**

A2 Please note that information prior to 2016 is not held:

We are unable to provide the information you require in the requested format as to release this data could lead to the identification of the person(s) involved due to the low numbers involved, and would breach the Trusts obligations under the Data Protection Act 1998. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the Act. However as the Trust is committed to openness and transparency we can band the numbers of allegations for the past 3 years as:

Allegation	2016	2017	2018
Sexual misconduct	Less than 5	0	0
Sexual harassment	0	Less than 5	Less than 5
Sexual assault	Less than 5	Less than 5	0

Allegation	2016	2017	2018
Rape	0	0	0

Q3 For each of the allegations received, please state:

- **Whether the alleged victim was a member of the public, patient or health worker**
- **If health worker, whether they were staff, bank or agency**
- **Brief details of allegations**
- **Outcome of case (i.e. international investigation, staff members disciplined, sacked)**
- **Whether allegations was referred to police**
- **In each case found to be proved, whether trust reported concerns about individual to the Healthcare Professional Alert Notices System (HPANs)?**

A3 We are unable to provide the information you require in the requested format as to release this data could lead to the identification of the person(s) involved due to the low numbers involved, and would breach the Trusts obligations under the Data Protection Act 1998. Accordingly, this aspect of your request is exempt from disclosure under the terms of Section 40(2) of the Act

Q4 Please specify the Trust's policy for alerting relevant authorities/future employers about UNREGISTERED/UNQUALIFIED staff (e.g. nursing assistant or healthcare assistant) who are proven (by internal investigation) to have committed acts pertaining to sexual misconduct/sexual harassment/sexual assault/rape

A4 It is Trust policy to alert relevant authorities/future employers and other bodies as relevant to the circumstances of each individual case.

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 676474.

Yours,



Leah Carlisle
Deputy Head of Quality, Safety & Compliance