

Information Governance

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Website: <https://www.elft.nhs.uk>

9 February 2023

Our reference: FOI DA4424

I am responding to your request for information received 4 October 2022. I am sincerely sorry for the delay in responding to your request. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,



Keshia Harvey
Information Governance Manager

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision.

If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Tel: 0303 123 1113
Web: www.ico.org.uk

Please note that the data supplied is not allowed to be re-used and/or published without the explicit consent of East London NHS Foundation Trust. Please contact the signatory to request permission if this is your intention



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'what matters' to everyone, achieve a better quality
of life and continuously improve our services.
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Chief Executive: Paul Calaminus
Chair: Eileen Taylor

Request:

**Question 1: Your current policy for Recruitment and Selection of Ex-Offenders?
(Link to relevant page is also suitable)**

a. Specifically, how does this policy pertain to convicted Sex Offenders?

Answer: The Trust has reviewed question 1 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 21(1) of the FOI Act states:

(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.

The information requested is accessible here:

<https://www.elft.nhs.uk/sites/default/files/2022-03/Recruitment%20and%20Selection%20Policy%20v8.0%20%28Final%29.pdf>

Question 2: Does the Trust have a view or stance on the hiring or continued employment of Doctors that have been convicted of Sex Offences?

Answer: The Trust has reviewed question 2 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 1(1) of the Freedom of Information Act 2000 states:

*Any person making a request for information to a public authority is entitled—
(a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and
(b) if that is the case, to have that information communicated to them.*

The Freedom of Information Act is regarding information that is held and recorded by an organisation. East London NHS Foundation Trust does have a record on its “view” or stance” and is therefore unable to provide a response.

Question 2a. If yes, what is this? If no, please elaborate.

Answer: The Trust has reviewed question 2a of your request for information under the Freedom of Information Act (FOI) 2000.

Section 1(1) of the Freedom of Information Act 2000 states:

*Any person making a request for information to a public authority is entitled—
(a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and
(b) if that is the case, to have that information communicated to them.*

The Freedom of Information Act is regarding information that is held and recorded by an organisation. East London NHS Foundation Trust does have a record on its “view” or stance” and is therefore unable to provide a response.

**Question 3: I understand that where someone has a previous conviction, a 1:1 would often be set up to discuss this further.
What specific considerations are given in order to ascertain risk level?**

Answer: Any consideration to ascertain risk would be made in line with the NHS Employers guidelines:



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Question 4: For those involved with this and the wider hiring of such persons, what training have they received in relation to Sex Offenders, Rehabilitation of Sex Offenders and/or Safeguarding and Sex Offenders in the workplace? (If any)

Answer: There is no specific training for staff as it is part of the job description and the recruitment and HR processes in line with NHS Employers guidelines.

Question 5: Has the Trust ever employed a Doctor who has been cautioned or convicted of a Sex Offence?
a. If yes, were they subject to any restrictions or supervision, beyond the typical? E.g. the Trust decided to restrict their duties to X or that they would be closely supervised by Y.

Answer: Zero.

Question 6: At this time, how many Doctors are employed by the Trust who have been convicted or cautioned of a Sex Offence?

Answer: Zero.

Question 7: Should we need to liaise directly with the Trust regarding further queries, recommendations or any other such reason who would be the most relevant point of contact?

Please include Name, Title and Email address (be it direct, a secretary or other most relevant contact)

Answer: Tanya Carter: Chief People Officer; tanya.carter@nhs.net

