

Information Governance

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20 September 2023

Our reference: FOI DA4949

I am responding to your request for information received 13 September 2023. 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,

Information Rights Coordinator

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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Interim Chief Executive Officer: Lorraine Sunduza
Chair: Eileen Taylor

Request: I am writing to you under the Freedom of Information Act 2000 in order to determine whether your trust has issued:

1) a relationships policy, 2) a sexual misconduct policy, 3) any related disciplinary policies as they concern infractions of either (1) or (2), and if these policies are available, please can you provide a copy of them or link to them.

For clarity, a relationships policy here refers to a policy that governs relationships between staff, as well as others for which financial interests may be concerned, as well as with those between staff/volunteers and those who use clinical services (e.g. patients). This may be called a "Relationships at Work Policy" or "Professional Boundaries and Relationship Policy" or something akin to these titles.

A sexual misconduct policy relates to all forms of sexual harassment, assault and rape, but may also include relationships where there is an abuse of power or position. This is an indicative understanding and your trust may provide a policy that has a slightly different remit, but if so, please can this be provided.

In the absence of these policies in your trust, please can you specify whether they are actively being considered or if your trust is in the process of implementing them.

Answer: 1) a relationships policy,

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/2023-07/Professional%20Boundaries%20and%20Relationship%20Policy%202.2_0.doc
[X](#)

2) a sexual misconduct policy,

The Trust has reviewed question 2 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: Question 1:

<https://www.elft.nhs.uk/sites/default/files/2023-02/ANON%20Response%20-%20FOI%20DA4428.pdf>

3) any related disciplinary policies

The Trust has reviewed question 3 of your request for information under the Freedom of Information Act (FOI) 2000.



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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: **Disciplinary Guidance Documents.**

<https://www.elft.nhs.uk/sites/default/files/2022-09/Disiplinary%20Policy%20Guidance%20%28Appendices%29.docx>



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