

Freedom of Information Act 2000 disclosure log entry

Reference

17-18325

Date sent

15/02/2018

Subject

Staff Misconduct

Details of enquiry

1. The name of your trust?
2. In the following years how many incidents have been reported to/recorded by the trust for a breach of sexual boundaries by a staff member towards a service user?
 - a) 2013
 - b) 2014
 - c) 2015
 - d) 2016
 - e) 2017
3. Please provide a breakdown for each of the incidents in Q2 by years stating a brief anonymised description of the incident and the outcome of the investigations including any action taken against the staff member. (Please list the role of the staff member and if they were staff, bank or agency)
 - a) 2013
 - b) 2014
 - c) 2015
 - d) 2016
 - e) 2017
4. In the years mentioned above, if the the Trust has dismissed a QUALIFIED (i.e registered professional) member of staff for a breach of sexual boundaries towards a service user, has the Trust reported concerns about the individual to the Healthcare Professional Alert Notices system (HPANs)?
(Please answer yes or no and give the figure for how many staff it refers to)
5. If the Trust was to dismiss an UNQUALIFIED (i.e unregistered professional such as a Heath Care Assistant) member of staff for a breach of sexual boundaries towards a service user, does the Trust have a policy for alerting relevant authorities or future employers?

6. Does the Trust currently have any members of staff working for them onsite whilst waiting for their DBS check or renewal check? (Please answer yes or no and give the figure for how many staff it refers to. Please also list whether the staff member is staff, bank or agency)
7. Does the Trust currently have any members of staff working for them onsite who does not have a DBS check? (Please answer yes or no and give the figure for how many staff it refers to. Please also list whether the staff member is staff, bank or agency)
8. In the past five years, has the Trust ever employed a member of staff who the Trust then later found out does not have the right to work in the UK? If so, please list how many

Response Sent

1. The name of your trust?
[The Tavistock and Portman NHS Foundation Trust](#)
2. In the following years how many incidents have been reported to/recorded by the trust for a breach of sexual boundaries by a staff member towards a service user?
 - a) 2013
 - b) 2014
 - c) 2015
 - d) 2016
 - e) 2017 [One](#)
3. Please provide a breakdown for each of the incidents in Q2 by years stating a brief anonymised description of the incident and the outcome of the investigations including any action taken against the staff member. (Please list the role of the staff member and if they were staff, bank or agency)
 - a) 2013
 - b) 2014
 - c) 2015
 - d) 2016
 - e) 2017 – [alleged sexually inappropriate comments made to a service user. Fully investigated and there was no case to answer.](#)
4. In the years mentioned above, if the the Trust has dismissed a QUALIFIED (i.e registered professional) member of staff for a breach of sexual boundaries towards a service user, has the Trust reported concerns about the individual to the Healthcare Professional Alert Notices system (HPANs)?
(Please answer yes or no and give the figure for how many staff it refers to)
[No and not applicable](#)
5. If the Trust was to dismiss an UNQUALIFIED (i.e unregistered professional such as a Heath Care Assistant) member of staff for a breach of sexual boundaries towards a service user, does the Trust have a policy for alerting relevant authorities or future employers?
[No and not applicable](#)

6. Does the Trust currently have any members of staff working for them onsite whilst waiting for their DBS check or renewal check? (Please answer yes or no and give the figure for how many staff it refers to. Please also list whether the staff member is staff, bank or agency)

No

7. Does the Trust currently have any members of staff working for them onsite who does not have a DBS check? (Please answer yes or no and give the figure for how many staff it refers to. Please also list whether the staff member is staff, bank or agency)

All staff required to hold a current DBS check are compliant and none are working without a DBS check

8. In the past five years, has the Trust ever employed a member of staff who the Trust then later found out does not have the right to work in the UK? If so, please list how many

Yes, one.