

Date: 07/12/2021

FREEDOM OF INFORMATION REQUEST FOI/015959 – Sexual assault

I would like to request the following information:

Q1) How many allegations of sexual assault committed by staff or contractors on Trust estates have been reported since 2016?

Please provide these figures year-by-year, including the most recently available figure for 2021 so far. - The number is less than 5.

As per NHS Digital rules the Trust does not publish numbers lower than 5 as this could possibly lead to the identification of the persons involved

Q2) Is your Trust's Security provided by the NHS or by a private contractor? -

Q3) If by a private contractor, please state their name.

**Questions 2 & 3** - The Dudley Group NHS Foundation Trust operates a Private Finance Initiative (PFI) Contract. All Facilities Management services are provided by our PFI Partners, Summit Healthcare and Mitie and security staff are part of the PFI Agreement.

Q4) What is your current policy on DBS checks for staff? Please specify which kinds of staff, if any, are DBS checked.

The Trust policy and process for Disclosure and Barring Checks is confirmed within the Employment Checks Policy.

All prospective employees are required to disclose any unspent criminal convictions.

There are two levels of DBS checks, standard and enhanced. The level of disclosure required for each post will be measured by the level of contact the post holder has with a patient. Those employees with patient contact are required to undertake an enhanced level disclosure. The Trust follows NHS Employers Guidance which can be used to check the level of DBS check required for a post. The type of DBS check required is dependent upon the level of contact with patients and not based on staff type.

The Trust uses employment agencies which are on the  National Approved Framework  to provide assurance that satisfactory pre-employment checks are undertaken before staff are allowed to work a shift. The Trust also has local agreements with non-framework agencies that satisfactory pre-employment checks are also undertaken.

The Trust does not accept DBS checks for non-medical staff roles which have been completed in an alternative organisation. All prospective employees must complete a DBS check before commencing employment at the Trust.

Whilst an application is being processed the Trust will accept DBS checks completed by another organisation for Medical staff, provided the individual is able to provide an original DBS disclosure dated within the last three years.

A risk assessment will be completed when considering whether to allow an employee or prospective employee to work when either:

A DBS check has not yet been completed or returned or the latest DBS check is more than 3 years old,

An employee has declared a conviction either as part of a routine re-check or at the point of the offence and a decision should be made on whether it is appropriate for the employee to continue working,

A criminal conviction is detailed in a DBS disclosure.