



21 May 2018

Information Rights & Compliance Team
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Our Ref: FOI 2833

Thank you for your request concerning incidents of breaching sexual boundaries.

Your request has been considered and processed in accordance with the requirements of the Freedom of Information (FOI) Act 2000.

1. The name of your Trust?

Hertfordshire Partnership University 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?

Calendar Year	Number of Incidents reported for a breach of sexual boundaries by a staff member towards a service user
2013	1
2014	1
2015	2
2016	0
2017	4

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)

Calendar Year	Description of Incident	Action Taken	Staff Role	Permanent / Bank / Agency
2013	Inappropriate language	Final Written Warning	Psychologist	Permanent
2014	Inappropriate written correspondence	Dismissed	Qualified Nurse	Permanent
2015	Inappropriate text message	Dismissed	Health Care Assistant	Permanent
	Inappropriate contact following discharge	Dismissed	Therapist	Permanent
2017	Texting nude	Dismissed	Admin Staff	Permanent

	photos			
	Sexual Relationship	Dismissed	Therapist	Permanent
	Personal Relationship	Dismissed	Health Care Assistant	Permanent
	Over familiar behaviour	Final Written Warning	Health Care Assistant	Permanent

4. In the years mentioned above, if 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)

All were referred to their Professional Bodies.

5. If the Trust was to dismiss an **UNQUALIFIED** (i.e unregistered professional such as a Health 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.

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)

Yes. However a risk assessment would always be carried out.

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)

No.

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

No.

Should you require further clarification, please do not hesitate to contact me.

Please find enclosed an information sheet regarding copyright protection and the Trust's complaints procedure in the event that you are not satisfied with the response.

Yours sincerely

Sue Smith

Sue Smith
Information Rights Officer

Enc: Copyright Protection and Complaints Procedure Information Leaflet.

If you would like to complete a short survey in relation to your Freedom of Information request please scan the QR code below or click [here](#).

