

Request under Freedom of Information Act 2000

Request Ref: NGFOI 18/19: 699

Thank you for your request for information received at Northampton General Hospital NHS Trust (NGH) on 29/09/2019.

I am pleased to be able to provide you with the following information:

1. *The name of your trust*

Northampton General Hospital NHS Trust

2. *For each of the last five calendar years, 2014, 2015, 2016, 2017 and 2018, please state the number of allegations AGAINST a staff member of:*
 - *Sexual misconduct*
 - *Sexual harassment*
 - *Sexual assault*
 - *Rape*

Number of allegations against staff for; sexual misconduct, sexual harassment, sexual assault and/or rape.

<i>Year</i>	<i>Alleged Staff Perpetrator</i>
<i>2014</i>	<i>*</i>
<i>2015</i>	<i>*</i>
<i>2016</i>	<i>*</i>
<i>2017</i>	<i>*</i>
<i>2018</i>	0

***In accordance with the Freedom of Information Act, Exemption section 40 (Personal Information) has been applied. Due to the low numbers involved we have withheld the exact numbers to protect the identities of individuals.**

While the Trust acknowledges that it is desirable to make information as freely available as possible the release of this information would be unfair to the individuals concerned and would contravene the rights of the individual under the Data Protection Act.

The information requested is therefore held exempt from disclosure under section 40 (Personal Information) of the Freedom of Information Act.

3. *For each of the allegations received, please state:*
 - *Whether the alleged victim was a member of the public, patient or health worker*
 - *If health worker, whether they were staff, bank or agency*
 - *Brief details of allegations*
 - *Outcome of case (i.e. international investigation, staff members disciplined, sacked)*
 - *Whether allegations was referred to police*
 - *In each case found to be proved, whether trust reported concerns about individual to the Healthcare Professional Alert Notices System (HPANs)?*

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4. *Please specify the Trust's policy for alerting relevant authorities/future employers about UNREGISTERED/UNQUALIFIED staff (e.g. nursing assistant or healthcare assistant) who are proven (by internal investigation) to have committed acts pertaining to sexual misconduct/sexual harassment/sexual assault/rape*

The Trust's Disciplinary Policy (please see the attached document) states on page 13:

"If the allegation involves potential fraud or criminal actions the matter may be referred to the Trust's Local Counter Fraud Specialist and/or the Police before any investigation commences."

The policy covers all staff employed under a contract of employment in accordance with the specific duties defined in section 6 of this policy, , with the exception of staff within their probationary period, as per the Probationary Period Policy. So would include any 'UNREGISTERED/UNQUALIFIED staff (e.g. nursing assistant or healthcare assistant)'.

Indecency or sexual offences are defined in the policy as gross misconduct as are acts of harassment, bullying or victimisation.