

## **FOI\_0901\_2022-23 – FOI Request Concerning – Recruitment Policies**

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*To give context to the gravity of the situation, one Doctor had been convicted of seven counts of Sexual Assault and yet was not erased from the Register, whilst another was convicted of 3 counts of Sexual Assault against 2 Junior Colleagues in the Clinical work place -one of whom was just 17 -again, this Doctor was not erased from the Register. This is a danger not only to Patients, but to fellow colleagues alike who should be able to go to work without such risks from their own peers. With this in mind, please can you provide the following information:*

**1. Your current policy for Recruitment and Selection of Ex-Offenders? (Link to relevant page is also suitable)**

Attached are the Recruitment and Selection, DBS, Managing and Improving Conduct Policy for Managing Performance of Medical and Dental Staff and Induction and Essential training policies all of which are relevant.

**a. Specifically, how does this policy pertain to convicted Sex Offenders?**

*The GMC has previously indicated their intention to prevent convicted Sex Offenders from remaining on the medical register. At the time of stating this, they advised they were facing challenges with respect to how they might implement this at GMC and/or MPTS level due to potential perceived Human Rights violations for the relevant Sex Offenders. However, the GMC assured that NHS Trusts and bodies create their own Recruitment and Selection Policies and are able to make their own decisions with respect to the hiring and/or continued employment of such Doctors.*

Any criminal convictions that are identified, including Sex Offender convictions, would be investigated to assess suitability to continue with an offer of employment and/or continued employment – see appendices D and E in the DBS policy.

Any conduct cases related to safeguarding are progressed through the Managing and Improving Conduct policy and any cases relating to safeguarding are referred to our Safeguarding Lead. Should any employee be dismissed, removed from regulated activity, or leave during an investigation, they will be referred to the DBS.

**2. With this in mind, does the Trust have a view or stance on the hiring or continued employment of Doctors that have been convicted of Sex Offences?**

**a. If yes, what is this? If no, please elaborate.**

Any criminal convictions or employment concerns that relate to the safeguarding of patients or our employees are assessed by considering the conviction and/or concerns raised, and the potential risks associated with based on the role they undertake.

**3. What specific considerations are given in order to ascertain risk level?**

Please see above.

4. **For those involved with this and the wider hiring of such persons, what training have they received in relation to Sex Offenders, Rehabilitation of Sex Offenders and/or Safeguarding and Sex Offenders in the workplace? (If any)**

All employees are required to undertake statutory and mandatory safeguarding adults and children training - the levels of which differ dependant on their role and service area employed in.

5. **Has the Trust ever employed a Doctor who has been cautioned or convicted of a Sex Offence?**

None

- a. **If yes, were they subject to any restrictions or supervision, beyond the typical? E.g. the Trust decided to restrict their duties to X or that they would be closely supervised by Y.**

- b. Please see above.

6. **At this time, how many Doctors are employed by the Trust who have been convicted or cautioned of a Sex Offence?**

*I have reached out to Survivors UK to see if it might be possible to liaise with the relevant parties in order to address this important issue. Should we need to liaise directly with the Trust regarding further queries, recommendations or any other such reason:*

Please see above.

7. **Who would be the most relevant point of contact?**

InformationGovernanceTeam@solent.nhs.uk

- a. **Please include Name, Title and Email address (be it direct, a secretary or other most relevant contact)**

InformationGovernanceTeam@solent.nhs.uk

**Additional Links:**

[Induction and Mandatory Training Policy \(solent.nhs.uk\)](https://www.solent.nhs.uk/induction-and-mandatory-training-policy)  
[HR02 Disclosure and Barring Service \(DBS\) Policy v4.pdf \(solent.nhs.uk\)](https://www.solent.nhs.uk/hr02-disclosure-and-barring-service-(dbs)-policy-v4.pdf)