

FOI_1069_2022-23 – FOI Request Concerning – CBS Checks in the Workforce

1. How many members of your workforce (both staff and volunteers) require a DBS check?

We undertake DBS checks as per the Criminal Record check standard. As such we are therefore unable to confirm who many members require a DBS check.

2. How many members of your workforce (both staff and volunteers) who require a DBS check have not been DBS checked for 3 years?

All staff requiring enhanced / disclosure and barring checks are required to sign up to the yearly renewal service. Therefore 3 yearly checks are not in place.

3. How many members of your workforce (both staff and volunteers) who require a DBS check have never been DBS checked.

All staff that require DBS checks have these in place.

4. In the past ten years how many members of your workforce have been found guilty of sexual misconduct at a misconduct hearing?

We have had 6 employees given formal outcomes at conduct hearings.

5. Of those, how many were referred to the DBS?

Zero

6. In instances where a member of your workforce was found guilty of sexual misconduct at a misconduct hearing but not referred by the Trust to the DBS, please share a summary of the allegation they were found guilty of.

- Safeguarding concern between employee and 1 colleague
- Demonstrating inappropriate and offensive language and behaviour towards 1 colleague on multiple occasions
- Demonstrating unwanted, unwelcome, inappropriate and intimidating behaviour; and physical contact towards 1 colleague
- Allegation made by 1 colleague of sexual harassment/homophobic comments
- Allegations that communication received by 1 colleague was inappropriate and outside of the boundaries expected from a work colleague
- Allegation made by 2 colleagues of sexual harassment