

Freedom of Information Request

Ref: 23-118

1 March 2023

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we hold some of the information you are requesting

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

Staff - As the Trust is constantly recruiting into roles that do and don't require DBS and as a result this position is constantly moving so unfortunately, we are unable to quote a specific number and of our 109 active volunteers, 99 have DBS checks. 10 volunteers, all in the same role, do not have DBS checks in place. However, to provide some context, at the point they were recruited, the role was risk assessed as not requiring a DBS check. This has since been reviewed and DBS checks are being introduced for this role.

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

Staff - 7,809 of our current workforce have not had a DBS check in the last 3 years. This is in line with the NHS employment checks standard which does not require periodic checks on these roles.

Volunteers - Of the 98 volunteers who have been DBS checked, 52 have not been DBS checked in the last 3 years.

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

Staff - 4,045 do not have a DBS check recorded. Reasons for this will include: the check was completed but not correctly recorded; a police check was undertaken at the time of the appointment which pre-dated the introduction of DBS checks; the check was not required at the time of their appointment.

Volunteers - 10 volunteers, all in the same role, do not have DBS checks in place. However, to provide some context, at the point they were recruited, the role was risk assessed as not requiring a DBS check. This has since been reviewed and DBS checks are being introduced for this role.

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

Please note, the Trust does not hold the data in a format that would enable us to fully respond to your request to the level of detail required and a manual trawl for this information would significantly exceed the 18 hours limit set down by the FOI as the reasonable limit. Section 12 of the FOIA provides that we are not obliged to spend in excess of 18 hours in any sixty-day period locating, retrieving and identifying information in order to deal with a request for information and therefore we are withholding this information at this time.

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

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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.

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This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be

contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust