

Freedom of Information Request

Ref: 25-590

18 August 2025

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 do hold the information you are requesting

I would like to request the following data from your organisation under the Freedom of Information Act:

1. How many people with criminal convictions did your organisation hire for the period of January 1st 2020 - December 31st 2024? Please provide a breakdown by year.

2020: 49

2021: 25

2022: 20

2023: 22

2024: 15

2. Of those who were hired, what criminal offences were disclosed?

The Trust has a robust risk-based decision-making process for the recruitment decision relating to candidates with criminal convictions. Once a recruitment decision is made we are not legally allowed to retain the information relating to the criminal convictions.

3. How many people with criminal convictions did your organisation reject for employment for the period of January 1st 2020 - December 31st 2024? Please provide a breakdown by year.

2020: *

2021: *

2022: *

2023: *

2024: 6

Please note: Where the figures are between 1 and 5, this has been denoted by *. Due to the low numbers, we have considered that there is the potential for individuals to be identified from the information provided, when considered with other information that may also be in the public domain. In our view disclosure of these low figures would breach one of the Data

Protection Principles set out in Schedule 1 of the Data Protection Act, namely Principle 1. The Trust therefore finds that the Section 40(2) exemption contained within the Freedom of information Act 2000 is engaged. This follows NHS Digital (formerly HSCIC) analysis guidance (2014) which states that small numbers within local authorities, wards, postcode districts, providers and Trusts may allow identification of patients and should not be published.

4. Of those who were rejected, what criminal offences were disclosed?

The Trust has a robust risk-based decision-making process for the recruitment decision relating to candidates with criminal convictions. Once a recruitment decision is made we are not legally allowed to retain the information relating to the criminal convictions.

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**