

Freedom of Information Act Request

Under the Freedom of Information Act, I would like to request the following information:

Please can you provide answers to the below questions under the FOI act.

1. Please answer yes or no. In January 2025 was your Trust conducting any... internal review / investigation / report being compiled... into a consultant that has had concerns raised about him or her (ie. a whistleblower has come forward and named the person)?
 2. Please answer yes or no. In January 2025 was your Trust conducting any... internal review / investigation / report being compiled... into a junior doctor that has had concerns raised about him or her (ie. a whistleblower has come forward and named the person)?
 3. Please answer yes or no. In January 2025 was your Trust conducting any... internal review / investigation / report being compiled... into a nurse that has had concerns raised about him or her (ie. a whistleblower has come forward and named the person)?
 4. Please answer yes or no. Has your Trust conducted / started or concluded an internal or external review / investigation of a medical member of staff since January 1st 2023 following a whistleblower or patient raising concerns?
 5. Please answer yes or no. If you answered yes to question 4 - did the member of medical staff being investigated continue to have contact with patients whilst the... review/investigation/report being written... was ongoing?
 6. If you answered yes to Question 4, is the member(s) of staff that was investigated / reviewed still working at your Trust following the review conclusions?
 7. If you answered yes to Question 4, for those reports that have concluded, was the member of staff that was investigated / reviewed found to have fallen short of the standards your Trust would expect from their medical staff?
 8. If you answered yes to Question 4, how many members of medical staff were reviewed/ investigated following an internal whistleblower raising concerns?
 9. If you answered yes to Question 4, was the whistleblower also investigated?
- Please answer yes or no. Do you have any experience of a malicious whistleblower? If yes, please share further details if able.
10. Please share any review conclusions / reports / write ups where possible.

11. Please share any further details of your whistleblower policy here. How do you manage whistleblowers when they raise concerns?

Thank you for your request under the Freedom of Information Act 2000.

We can neither confirm nor deny whether the information you have requested is held. This response is made under the following exemptions of the FOIA:

- **Section 40(5) (Personal Information):** Confirming or denying whether internal investigations or reviews have taken place involving identifiable individuals (such as consultants, junior doctors, or nurses) could reveal personal data. Even without specific names, disclosure may lead to the identification of individuals and would therefore breach the principles of the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018.
- **Section 31(3) (Law Enforcement – Investigations and Proceedings):** Disclosing whether internal reviews or investigations exist could prejudice the effective conduct of such investigations, including the ability of the Trust to prevent or detect wrongdoing and maintain regulatory compliance. This could deter whistleblowers from coming forward or affect the integrity of ongoing or future investigations.
- **Section 36(2) (Prejudice to the Effective Conduct of Public Affairs):** Releasing details regarding internal whistleblowing cases could have a chilling effect on the reporting of concerns and the ability of the Trust to manage sensitive employment matters confidentially.

Accordingly, under these exemptions, we are unable to confirm or deny whether the requested information is held.

If you are not satisfied with the handling of your request, you have the right to request an internal review. Requests for an internal review should be submitted within 40 working days from the date of this response, and should be addressed to d.wraith@nhs.net.

If you remain dissatisfied after the internal review, you have the right to appeal to the Information Commissioner's Office (ICO). The ICO can be contacted at:

**Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow**

Our Ref: 65

JAN 2025

Cheshire

SK9 5AF

Tel: 0303 123 1113

Website: <https://ico.org.uk/make-a-complaint/>