

Ref: FOI/2022/8622

Date Received: 18th January 2023

Response Due: 15th February 2023

Date: 10th February 2023

Dear Sir/Madam

You asked:

This is a request for information under the Freedom of Information Act 2000. Please note there are two parts to this request.

1. What is the current size of your workforce? Please include both staff and volunteers in this figure.

7110 - Staff

201 - Volunteers

2. Currently, how many members of staff and volunteers have not been DBS checked within the past three years?

Of those staff whose hire date was on or after 1 January 2020 there are 182 records that do not have a DBS recorded where the position currently indicates that one is required.

171 – Volunteers have not had a DBS in the past 3 years, however, these would have had a DBS check at point of recruitment before being placed into a volunteer's post.

3. Currently, how many members of staff and volunteers have never been DBS checked?

Of the staff whose hire date was on or after 1 January 2018 there are 221 records that do not have a DBS recorded where the position currently indicates that one is required. NB – this includes the 182 recorded as the answer to Q2.

0 - Volunteers.

4. What is the current size of your 'patient facing' workforce? I define 'patient facing' as staff or volunteers with direct hands-on or close contact with patients.

We cannot provide exact numbers for 'patient facing' roles from the ESR system, so have provided a headcount excluding admin and clerical and Estates & Facilities, this being 4868. Please note however that there may still be some roles within this number that are not 'patient facing'.

0 - Volunteers.

5. Currently, how many members of your 'patient facing' staff and volunteers have not been DBS checked within the past three years?

Of those whose hire date was on or after 1 January 2020 there are 149 records that do not have a DBS recorded where the position currently indicates that one is required, and the staff group is not admin and clerical or estates and ancillary.

171 – Volunteers have not had a DBS in the past 3 years, however, these would have had a DBS check at point of recruitment before being placed into a volunteer's post.

6. Currently, how many members of 'patient facing' staff and volunteers have never been DBS checked?

Of the staff whose hire date was on or after 1 January 2018 there are 173 records that do not have a DBS recorded where the position currently indicates that one is required, and the staff group is not admin and clerical or estates and ancillary. NB – this includes the 149 recorded as the answer to Q5

0 - Volunteers

7. In the past ten years how many members of your workforce have committed sexual misconduct?

7 - Staff

0 - Volunteers

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

<5 - Staff

Please note that currently the DBS requirement that is stated in each position may not be entirely accurate, however this is all we can currently provide.

0 - Volunteers

Refusal Notice: Sec 40(2) Personal Information

The Trust has a policy of not releasing information when the data involved is less than 5. This is because we feel that such low numbers could make the individuals involved identifiable and therefore may cause undue harm and distress.

To disclose this information would:

- a) Contravene the Data Protection Act principles in that it would amount to unfair and possibly unlawful processing, as there was a legitimate expectation by the third parties that this information would remain confidential, and
- b) Disclosure may cause damage or distress to the individual(s) involved, and that damage or distress would be unwarranted (section 10 of the DPA).

If you are not entirely satisfied with this response, please do not hesitate to contact the Information Governance Department via the email address provided. If we do not hear from you within 28 days, we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,



Tracy Boustead
Acting Chief People Officer

PLEASE NOTE:

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to: Information Governance Department, Wrightington, Wigan and Leigh NHS Foundation Trust, Suite 9, Buckingham Row, Brick Kiln Lane, Wigan, WN1 1XX.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision at:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire, SK9 5AF

Helpline number: 0303 123 111