



Kent and Medway
NHS and Social Care Partnership Trust

Information Governance & Records Management Department

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Dear [REDACTED]

Information

I write further to your request FOI ID 47745 under the Freedom of Information Act 2000 regarding: -

Whistle-blower Reports

Your request is set out below:

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)?

No

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)?

No

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)?

No

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?

Yes

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?

Due to the low numbers involved in the response to your request I would like to confirm that we are unable to release the information, in full. We are not obliged, under section 40 (2) FOIA to provide information that is personal information of another person if releasing would contravene any of the provisions of the Data Protection Act 2018. In this instance we believe that the figures are significantly low enough that

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Trust Chair – Dr Jackie Craissati
Chief Executive – Sheila Stenson

identification of those involved could be made, and would therefore contravene the first Data Protection principle, therefore section 40 (2) is engaged.

The terms of this exemption in the freedom of information act mean that we do not have to consider whether or not it would be in the public interest for you to have the information.

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?

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The terms of this exemption in the freedom of information act mean that we do not have to consider whether or not it would be in the public interest for you to have the information.

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?

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The terms of this exemption in the freedom of information act mean that we do not have to consider whether or not it would be in the public interest for you to have the information.

8. If you answered yes to Question 4, how many members of medical staff were reviewed/ investigated following an internal whistleblower raising concerns?

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9. If you answered yes to Question 4, was the whistleblower also investigated?

Due to the low numbers involved in the response to your request I would like to confirm that we are unable to release the information, in full. We are not obliged, under section 40 (2) FOIA to provide information that is personal information of another person if releasing would contravene any of the provisions of the Data Protection Act 2018. In this instance we believe that the figures are significantly low enough that identification of those involved could be made, and would therefore contravene the first Data Protection principle, therefore section 40 (2) is engaged.

The terms of this exemption in the freedom of information act mean that we do not have to consider whether or not it would be in the public interest for you to have the information.

10. Please answer yes or no. Do you have any experience of a malicious whistleblower? If yes, please share further details if able.

No

11. Please share any review conclusions / reports / write ups where possible.

Due to the low numbers involved in the response to your request I would like to confirm that we are unable to release the information, in full. We are not obliged, under section 40 (2) FOIA to provide information that is personal information of another person if releasing would contravene any of the provisions of the Data Protection Act 2018. In this instance we believe that the figures are significantly low enough that identification of those involved could be made, and would therefore contravene the first Data Protection principle, therefore section 40 (2) is engaged.

The terms of this exemption in the freedom of information act mean that we do not have to consider whether or not it would be in the public interest for you to have the information.

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

Please find attached a copy of the Trust's Freedom to Speak Up Policy.

In addition to the response provided above we would like to confirm that the Trust actively promotes a culture that encourages all staff members, our patients and their loved ones to speak up and raise any concerns or ideas in a safe and supportive environment. We value the importance of every voice being heard and are dedicated to addressing any issues raised, and treat them as important opportunities for growth and learning.

We have established several key policies to support this culture: the Allegations Against People in a Position of Trust policy, the Boundaries policy, and the Freedom to Speak Up policy. These documents are readily available on our intranet. As well as this, all staff members are encouraged to use our Freedom to Speak Up service if they experience anything they are not comfortable raising internally. This is managed by The Guardian Service, which is an independent, external and confidential service available 24/7. Additionally, we have a dedicated Non-Executive Director responsible for whistleblowing.

I confirm that the information above completes your request under the Freedom of Information Act 2000. I am also pleased to confirm that no charge will be made for this request.

If you have any questions or concerns or are unhappy with the response provided or the service you have received you can write to the Head of Information Governance at the address on top of this letter. If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision.

Yours Sincerely

On Behalf of
The Information Governance Department