



Trust Headquarters
Nexus House
4 Gatwick Road
Crawley
West Sussex
RH10 9BG

Tel: 0300 123 0999
www.secamb.nhs.uk

Internal Ref: 250801
Email:

Dear ,

The Trust acknowledges receipt of your Freedom of Information Act 2000 (FOIA) request, referenced above. Please ensure you quote this number in any future correspondence.

FOI Request

You asked us:

I would like to request the following information covering the period from 1 November 2024 to the present:

Internal Investigations

- 1. The total number of internal investigations commissioned under the Trust's MDT (Multidisciplinary Team) investigation process into allegations of staff misconduct or bullying.**
- 2. Of these, how many investigations concern allegations made against line managers or senior staff?**
- 3. The number of investigations that resulted in formal disciplinary outcomes or referrals to external bodies (e.g. regulatory authorities).**

Data Protection and Breach Reporting

- 4. The number of data breaches reported to the Information Governance department concerning staff members' personal or special category data.**
- 5. Of these, how many involved unauthorised sharing of health-related information?**



- 6 How many of these incidents were formally reported to the Information Commissioner's Office (ICO)?**

Support for Staff Following Safeguarding Disclosures

- 7 The Trust's current policy or protocol for responding to safeguarding concerns raised by staff members (including disclosures of suicidal ideation or mental health crises).**
- 8 The number of safeguarding referrals made by line managers to internal safeguarding teams or external agencies (e.g. local mental health services or A&E) following disclosures from staff.**

Formal Response

The Trust confirms it holds the information you have requested.

I would like to request the following information covering the period from 1 November 2024 to the present:

Internal Investigations

- 1 The total number of internal investigations commissioned under the Trust's MDT (Multidisciplinary Team) investigation process into allegations of staff misconduct or bullying.**

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- 2. Of these, how many investigations concern allegations made against line managers or senior staff?**

Under 10 for Band 7 and above (see note regarding data blurring below)

- 3. The number of investigations that resulted in formal disciplinary outcomes or referrals to external bodies (e.g. regulatory authorities).**

22 formal disciplinary outcomes. Regulatory body referrals under 10. (see note regarding data blurring below)



Data Protection and Breach Reporting

- 4. The number of data breaches reported to the Information Governance department concerning staff members' personal or special category data.**

32

- 5. Of these, how many involved unauthorised sharing of health-related information?**

Less than 10.(see note regarding data blurring below)

- 6. How many of these incidents were formally reported to the Information Commissioner's Office (ICO)?**

During 2024/25 the Trust reported one breach to the ICO, involving a member of staff.

Support for Staff Following Safeguarding Disclosures

- 7. The Trust's current policy or protocol for responding to safeguarding concerns raised by staff members (including disclosures of suicidal ideation or mental health crises).**

The Trust operates a Managing Safeguarding Allegations Policy in the event of disclosures made by the workforce regarding colleagues' alleged behaviours that may meet the policy's threshold. This policy is not designed to include disclosures of suicidal ideation or mental health crises.

Available at [Policy Template V6 00](#)

The Managing Stress and Enhancing Wellbeing Policy and Procedure does address disclosures of mental health crises, including stress-related illness and outlines support mechanisms that may be relevant in cases of suicidal ideation. While it does not explicitly use the term *suicidal ideation*, it includes several provisions that would apply in such situations.

- 8. The number of safeguarding referrals made by line managers to internal safeguarding teams or external agencies (e.g. local mental health services or A&E) following disclosures from staff.**

The safeguarding team does not hold any information regarding mental health referrals made by line managers to the Trust's internal Wellbeing Service or any other external agency.

The Wellbeing Service does not have any referral pathways to external agencies. The role of the Wellbeing Service is only to signpost to other services.



* Data blurring at less-than-10: The Trust can confirm that this information exists. However, where an output represents fewer than 10 individuals or incidents in the period requested, we have not provided exact figures. This practice is known as data blurring, which serves to mitigate against the risk of possible re-identification of individual data subjects via data recombination (sometimes referred to as jigsawing). This risk is assessed in accordance with the Information Commissioner's Office (ICO) *Anonymisation Code of Practice*, in relation to Section 40(2) of the FOIA 2000

Next steps

Please note you will be able to source a lot of information which is made available on our website.

Should you be dissatisfied with our response then in the first instance please contact Richard Banks, Head of Corporate Governance, via the following email address: FOI@secamb.nhs.uk

You can ask us to review our original response. If you would like us to carry out an internal review, please let us know within 40 working days of you receiving our original response. This review will be conducted by an individual who was not directly involved in reviewing the original response, ordinarily, the Trust Data Protection Officer. We will endeavour to complete this request within 20 working days.

Should you remain dissatisfied then you can contact the [Information Commissioner's Office](#) (ICO). Complaints to the ICO should be made within six weeks of receiving the outcome of an internal review. The easiest way to lodge a complaint is through their website: www.ico.org.uk/foicomplaints.

Alternatively, the ICO's postal address is:
Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, SK9 5AF.

Yours sincerely,

Freedom of Information Coordinator
South East Coast Ambulance Service NHS Foundation Trust



Saving Lives,
Serving Our Communities

Chair: Michael Whitehouse CEO: Simon Weldon