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12th March 2026
Internal Reference: 260314
Email:

Dear ,

Thank you for your request for information, which we received on **04/03/2026**. We have considered your request under the Freedom of Information Act 2000. **Please ensure you quote the Internal Reference number above in any future correspondence.**

Your Request

Under the Freedom of Information Act 2000, I am requesting information relating to the two members of staff recently dismissed for sexual misconduct, as referenced in the statement issued by South East Coast Ambulance Service NHS Foundation Trust confirming dismissals on March 4 following an investigation into concerns raised late last year.

For each case, please provide the following information:

1. The job title held by the individual at the time of dismissal.
2. The operational area, directorate or service in which they worked.
3. The ambulance station, base location or geographical patch they were assigned to.
4. The month and year the concerns were first reported to the Trust.
5. The month and year the staff member was suspended (if applicable).
6. The month and year the staff member was dismissed.
7. Whether the misconduct involved:
 - a) a colleague
 - b) a member of the public
 - c) another category of person (please specify).
8. Whether the Trust referred the matter to:
 - a) the police



b) a professional regulator, such as the Health and Care Professions Council or Nursing and Midwifery Council.

For clarity, this request does not seek the names of the individuals or any information that would directly identify them. The information requested relates to organisational oversight, safeguarding and accountability within a publicly funded emergency service.

Given the seriousness of the misconduct and the fact the Trust has confirmed the individuals held leadership roles, there is a clear public interest in transparency around where these incidents occurred and the type of positions involved.

Formal Response

1. The job title held by the individual at the time of dismissal.
2. The operational area, directorate or service in which they worked.
3. The ambulance station, base location or geographical patch they were assigned to.

For confidentiality reasons the Trust is unable to provide the requested information where it relates to the job titles, operational areas, directorates, or locations of the individuals concerned. Although the request does not seek names, the Trust considers that disclosure of this information, either alone or when combined with other information already in the public domain, would be likely to lead to the reidentification of the individuals involved.

The Trust has considered whether any information could be disclosed at a more generalised or aggregated level; however, given the small number of individuals involved and the recent public statement, the Trust considers that even high-level descriptors would materially increase the risk of identification.

This information constitutes personal data as defined by section 3(2) of the Data Protection Act 2018. Disclosure would contravene the data protection principles set out in Article 5(1)(a) of the UK General Data Protection Regulation, in that it would be neither lawful nor fair.

Therefore, the Trust will be applying exemption section 40(2) of the Freedom of Information Act 2000 in relation to this request. This is an absolute exemption and is not subject to the public interest test.

In particular, the Trust has identified no lawful basis under Article 6 of the UK GDPR that would permit disclosure of this information, noting that disclosure would not meet the reasonable expectations of the individuals concerned.

The Trust recognises the seriousness of the issues raised and the public interest in organisational accountability. That public interest is met through the Trust's

confirmation that concerns were investigated, and appropriate disciplinary action was taken.

However, the public interest in transparency does not override the statutory protections afforded to personal data under section 40(2) of the Act.

4. The month and year the concerns were first reported to the Trust.
5. The month and year the staff member was suspended (if applicable).
6. The month and year the staff member was dismissed.
7. Whether the misconduct involved:
 - a) a colleague
 - b) a member of the public
 - c) another category of person (please specify).
8. Whether the Trust referred trust referred the matter to:
 - a) the police
 - b) a professional regulator, such as the Health and Care Professions Council or Nursing and Midwifery Council.

The Trust is unable to provide further detail in relation to the timing of events, the nature of the misconduct, the relationship between the parties involved, or whether referrals were made to specific external bodies. Although the request does not seek the names of the individuals concerned, the Trust considers that disclosure of this information, either alone or when combined with other information already in the public domain, would be likely to lead to the identification of the individuals involved.

In this case, disclosure of month and year information or referral status, when combined with the Trust's public confirmation of the dismissals and the limited pool of potential individuals, would be likely to enable identification

The information requested constitutes personal data as defined by section 3(2) of the Data Protection Act 2018. Disclosure would be unfair and unlawful and would contravene the data protection principles set out in Article 5(1)(a) of the UK General Data Protection Regulation. In particular, the Trust has identified no lawful basis under Article 6 of the UK GDPR that would permit disclosure, and disclosure would not meet the reasonable expectations of the individuals concerned.

Accordingly, the information is exempt from disclosure under section 40(2) and section 40(3)(a) of the Freedom of Information Act 2000. This is an absolute exemption and is not subject to the public interest test.

In addition, the information is subject to an implied duty of confidence, arising from its connection to confidential HR disciplinary processes and, where applicable, communications with external bodies. Disclosure would therefore constitute an

actionable breach of confidence, and the information is also exempt under section 41 of the Freedom of Information Act 2000.

The Trust recognises the seriousness of the issues raised and the public interest in accountability. That public interest is met through confirmation that concerns were raised, investigated in full, and resulted in appropriate disciplinary action being taken.

Next steps

Some information held by the Trust is routinely published on our [website](#) and may be of assistance.

If you are dissatisfied with the Trust's response to your request, you have the right to ask for an internal review.

Requests for an internal review should be submitted within **40 working days** of the date of this response and should be sent to:

Richard Banks, Head of Corporate Governance at FOI@secamb.nhs.uk

The internal review will be conducted by an individual who was not directly involved in handling your original request, ordinarily the Trust's Data Protection Officer. We aim to complete internal reviews within **20 working days** of receipt.

If you remain dissatisfied following the outcome of the internal review, you may complain to the Information Commissioner's Office (ICO). The ICO generally expects complaints to be raised promptly following the completion of an internal review.

The easiest way to raise a complaint is via the ICO's website:

www.ico.org.uk/foicomplaints

Alternatively, you may write to:
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
SK9 5AF

Yours sincerely,

Corporate Governance Team
South East Coast Ambulance Service NHS Foundation Trust