

Freedom of Information Request

Reference Number: [EPUT.FOI.22.2702](#)

Date Received: [28.10.2022](#)

Information Requested:

1. The number of whistle blowing claims raised with the trust in the past five calendar years (2018-2022), broken down by year, department and main concern (i.e. patient safety, poor care/abuse, etc)
[Please see below table](#)
 2. If possible, please specify how many claims were investigated, how many resulted in disciplinary/organisational action, and how many were dismissed
[Please see below table](#)
- Please adhere to the definition of 'whistleblowing' as 'raising concerns'.
 - The term 'claims' does not relate to financial claims or legal action against the trust, it instead means instances of raising concerns (i.e. claiming that something has happened, as opposed to claiming in a legal sense).
 - The term 'investigated' means the number of concerns which had a full/formal investigation

| Year | Department | Concern | Process Followed | Disciplinary action / Dismissals |
|------|---------------------------|--|------------------------|--|
| 2018 | Christopher Unit | Staffing levels | Investigation | No disciplinary, learning taken forward for department |
| 2018 | Specialist Services | Sexual harassment | Investigation | Disciplinary investigation, no dismissal |
| 2018 | Ipswich Road | Bullying Patient safety | Investigation | No formal disciplinary No dismissals |
| 2018 | Specialist Services | Management style | Investigation | No formal disciplinary Informal resolution |
| 2018 | Specialist Services | Bullying Patient safety | Investigation | No formal disciplinary |
| 2018 | Medical | Fraudulent concerns | Investigation | No formal disciplinary |
| 2018 | Specialist Services | Bullying | Internal review | No formal disciplinary |
| 2019 | Peterbruff Ward | Unfair treatment due to race | Investigation | No |
| 2019 | Medical | Patient Safety | Investigation | No formal disciplinary Informal recommendations made |
| 2019 | Beech Ward - SMH | Bullying and Harassment | Internal review | No formal disciplinary |
| 2019 | Linden and Crystal Centre | Shift allocation | Investigation | No formal disciplinary Shared learning and informal recommendations |
| 2020 | Basildon MHU | Discrimination due to race | Internal review | No |
| 2020 | CICC | Bullying, discrimination Culture issues Unsafe practices | Internal Investigation | No formal disciplinary process. Recommendations made to improve service No dismissals |
| 2020 | Crisis Team | Patient safety | Internal Investigation | No formal disciplinary process Informal recommendation |
| 2020 | Gloucester Ward | Patient safety | External investigation | Yes formal disciplinary investigation No dismissals |
| 2020 | Grangewaters | Poor management | Internal Investigation | No disciplinary Informal learning recommended |

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|------|--------------------------|--|--|---|
| 2020 | Mid Home First Treatment | Poor management | Internal Investigation | No |
| 2020 | Social Care | Patient safety Unsafe staffing levels Bullying culture | None, as additional information was not submitted to allow further investigation | No |
| 2021 | Basildon MHU | Bullying, discrimination Culture issues Unsafe practices | Internal investigation | No disciplinary process, although informal recommendations of learning No dismissals |
| 2021 | CICC | Discrimination due to race Patient safety | External investigation | No |
| 2021 | Community MH Team | Failure to address bullying, harassment and discrimination | Informal Review | No |
| 2021 | Community MH Team | Staffs working hours | No action | No |
| 2021 | Gloucester Ward | Patient safety Fraudulent concerns | Internal investigation | No |
| 2021 | Rawreth Court | Bullying from manager / Patient safety | Fact finding investigation | No |
| 2021 | Ruby Ward | Bullying / Racism | Internal investigation | No |
| 2021 | The Lakes | Inappropriate misconduct | Internal investigation | No |
| 2021 | Community MH Team | Fraud regarding shift times Patient delivery | Informal Review | No |
| 2022 | Basildon MHU | Patient safety | Informal investigation | No |
| 2022 | Beech Ward | Allocation of shifts | Informal investigation | No |
| 2022 | Beech Ward | Patient safety | Informal investigation | No |
| 2022 | Clifton Lodge | Bullying, racism, patient care | Formal investigation | No formal disciplinary Informal recommendations made |

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|------|------------------------|--|-------------------------------|---|
| 2022 | Estates and Facilities | Bullying culture Non-compliance with regulations/procedures | Formal investigation | No, still ongoing |
| 2022 | Hadleigh Unit | Allocation of shifts | Informal investigation | No |
| 2022 | Heath Close | Discrimination | Informal investigation | No |
| 2022 | Podiatry | Patient safety | Informal investigation | No |
| 2022 | Poplar Ward (Epping) | Patient safety | Formal investigation | No formal disciplinary Informal recommendations made |
| 2022 | St Aubyns Centre | Compliance with procedure | External formal investigation | No, still ongoing |

Publication Scheme:

As part of the Freedom of Information Act all public organisations are required to proactively publish certain classes of information on a Publication Scheme. A publication scheme is a guide to the information that is held by the organisation. EPUT's Publication Scheme is located on its Website at the following link <https://eput.nhs.uk>