

Freedom of Information Request

Reference Number: EPUT.FOI.24.3433
Date Received: 18th of March 2024

Information Requested:

Please provide current recorded information including, but not exclusively, policy and procedure documents regarding the following:

1. Actions the Trust takes and procedures the Trust follows when an employee is alleged to have brought the Trust into disrepute over behaviour in their private life i.e. while not at work.

The Trust's Disciplinary (Conduct) Policy confirms the following as potentially constituting gross-misconduct :

Serious breaches of the Trust's policies or relevant statutory or professional, Codes of Practice and Conduct, the NHS Code of Conduct for NHS Managers (e.g. practising whilst unregistered) and NHS Constitution.

This includes actions outside of the normal workplace and hours of work which as a result, may question the honesty or integrity of the employee or potentially harm the Trust reputation or bring the Trust into disrepute.

2. Behaviour the Trust would regard as disreputable for these purposes.

This will be assessed on a case by case basis following the Trust's Disciplinary (Conduct) Policy.

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>