

FOI2223(21)

I would like to make a fresh FOI request as follows.

1. How many experts were on the “panel of senior experts” who carried out the independent FPPR case review in August 2021.

The panel consisted of five senior experts.

2. How senior were these “senior experts”? Were they directors?

There were three directors and two senior members of management with subject matter expertise.

3. Were these senior experts NHS managers? If so, which NHS organisations were they from? If these senior experts were from the private sector, please indicate which company/ companies were involved.

The panel consisted of a combination of senior experts from within the organisation.

4. Who were these senior experts? Please give their names and job descriptions.

Disclosure of this personal data would be a breach of the Data Protection Act (DPA), specifically the first principle of the DPA which requires all processing of personal data to be fair and lawful. The person who the personal data relates to has a reasonable expectation that the Trust would not release this level of detail to a third party. Section 40 (2) is an absolute exemption and therefore a public interest test does not need to be conducted in order for it to be applied.

5. What were the “Key areas of learning and development [that] were identified in relation to process and people management practices”

- A lack of objectivity and evidence of unconscious bias in considerations and decision making relating to aspects of the management of this case;
- A lack of informal and timely address of issues as and when arising which may have prevented issues and behaviours from escalating;
- Concerns regarding the application of the Trust’s Disciplinary Policy and procedures;
- A disparity of application of Trust policies and procedures;
- A lack of clarity on facts, evidence and considerations when reaching a decision in a disciplinary process allowed an opportunity for challenge of the witness on process.
- An apparent hesitancy in utilising subject matter experts to guide process and seek advanced knowledge to assist in decision making;
- Concerns regarding the general understanding and application of the Trust’s Raising Protected Disclosures Policy and protection afforded as a result

The learning identified was built into an action plan for address which is overseen by the Executive Management Team and Board to ensure actions are complete and learning and development embed within the organisation.

6. A copy of the letter that the “Trust wrote to the Care Quality Commission on 6 October 2021 outlining the objectives of the independent learning review”

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