

FOI 0203/2021 Response

Request

Re: Freedom of Information Request FOI 0186/2021 Final Response

Thank you for your FOI Response 03.11.2021.

The FOI Responses therein do not concur with other documents pertaining to Ruth Howard and/or Carolyn Pike.

Please clarify the responses therein.

Why does the Trust not hold information and documents pertaining to the activities engaged in by Ruth Howard and by Carolyn Pike; activities conducted in conjunction with and/or on behalf of BSMHFT since at least 2017 (and likely before 2017)?

Re Ruth Howard:

Ruth Howard routinely issued correspondence to prospective employees (seeking employment with BSMHFT) in which Ruth Howard passed herself off as though she was an employee of Birmingham University, and did not declare her status as an employee of BSMHFT. Ruth Howard - while an employee of BSMHFT - routinely refused to accept job applications from prospective employees and routinely refused reasonable adjustments to disabled people seeking employment with BSMHFT. Ruth Howard did these acts whilst passing herself off as an employee of Birmingham University.

Therefore, it is implausible that Ruth Howard as an employee of BSMHFT (as declared to be her status in the FOI Response) did these acts without authority and knowledge of her employer BSMHFT. Therefore, BSMHFT must possess the information requested.

Re Carolyn Pike:

Carolyn Pike routinely issued correspondence (conspiring with Ruth Howard) in respect of persons seeking employment with BSMHFT, including issuing correspondence in respect of access to equal opportunities and adjustments for disabled people seeking employment with BSMHFT; which she refused provisions.

Carolyn Pike routinely issued correspondence (conspiring with Ruth Howard) in respect of complaints submitted to BSMHFT in respect of prospective employment with BSMHFT and in response of access to equal opportunities and adjustments for disabled people seeking employment with BSMHFT; which she refused provisions.

Carolyn Pike routinely issued correspondence (conspiring with Ruth Howard) issued correspondence refusing access to BSMHFT recruitment complaints procedures; alleging she had authority to deny access to BSMHFT recruitment employment complaints and equal opportunities complaints.

Whilst conducting the various activities Carolyn Pike correspondence with BSMHFT employees and copied BSMHFT employee into correspondence.

Therefore, it is implausible that Carolyn Pike (conspiring with BSMHFT employee Ruth Howard) did these acts without authority and knowledge of BSMHFT. Therefore, BSMHFT must possess the information requested.

Please provide a full explanation as to why BSMHFT has alleged no information exists regarding activities regarding BSMHFT recruitment employment equal opportunities and complaints procedures (alleged procedures) that were conducted by Ruth Howard and by Carolyn Pike.

Response

The Trust is of firm opinion that the response provided for FOI 0187/2021 holds true and accurate.

The requested information for FOI 0187/2021 queries policies that are explicitly related to Ruth Howard and Carolyn Pike, which we do not have.

Please note that the Trust do not have any policies that are specific to an individual Trust staff member, rather they are non-specific, all-encompassing and inclusive to all Trust staff members.

If you wish to review the Trust wide policies that are in relation to recruitment, employment and equal opportunities, please see attachments.

Please note, we do have a separate complaints policy which we have not included as this is in regard to complaints about clinical services and not in respect to employment matters.