

FOI 0248/2021 Response

Request

This should include (but is not limited to):

- The process itself;
- Who the process applies to (i.e. is everyone covered by the same process or are there a separate processes for, example, senior staff, auxiliary staff, volunteers etc.);
- How do you determine whether or not the process has been fair and transparent;
- How are recommendations made;
- Who has a right to know the outcome;
- In the decision-making process, who would be the person ultimately responsible, AND who would they be answerable to should there be a disciplinable action warranted against them;
- Examples of recent disciplinaries.

Response

Please refer to the Trust's Disciplinary Policy for the requested information, located in the Trust's Freedom of Information Publication Scheme, under "Our policies and procedures" on the following link: [Freedom of Information - Birmingham and Solihull Mental Health NHS Foundation Trust - BSMHFT](#)

Please note that the Trust is unable to provide examples of recent disciplinaries.

This is because disclosure of the requested information may reveal the identity of the individual involved in the disciplinary and therefore breach their confidentiality.

The Trust therefore rely on exemption Section 40 of the Freedom of Information Act 2000 to deny this aspect of your request.

However, the Trust can confirm that the recent disciplinaries consist of the following nature:

- Breach of the PIPOT (Person in position of Trust) policy
- Breach of Medicines Policy
- Unacceptable behaviour- breach of the disciplinary policy