

FOI0186/2021 Response

(1) Re Ruth Howard:

*'According to the Trust's system Ruth Howard has previously worked for the Trust as an NHS employee however, is currently not employed by the Trust in any capacity.*

*Please note that Ruth Howard has not been employed by the Trust as a contractor.'*

- (1.1) Please provide copy of the Trust's Policy and/or letter of instruction issued by BSMHFT to Ruth Howard authorising Ruth Howard (who you state was an employee of BSMHFT) to pass herself off as an employee of the University of Birmingham whilst she was in fact an employee of BSMHFT (to conceal her identity as an employee of BSMHFT).

We are unable to provide this as we have no such document.

- (1.2) Please provide copy of the Trust's Policy and/or letter of instruction to Ruth Howard authorising Ruth Howard (who you state was an employee of BSMHFT) to instruct members of the public (jobseekers) that they were not permitted to submit applications for NHS jobs (for Trainee Clinical Psychologist jobs) within BSMHFT, and disabled people (jobseekers) were not permitted to receive reasonable adjustments and not given access to the DWP Disability Confident Scheme when seeking employment with BSMHFT.

We are unable to provide this as we have no such document.

- (1.3) Please provide full copy of the declaration submitted to BSMHFT by Ruth Howard declaring the gifts and benefits that she received from the University of Birmingham whilst she was an employee of BSMHFT; declarations that Ruth Howard was required to submit to BSMHFT for her to be in compliance with the NHS/DH Anti-Bribery Policies.

There are no declaration of interests made on the Trust system for Ruth Howard.

(2) Re Carolyn Pike:

*'There is no record within the Trust's ESR system of a Carolyn Pike working for the Trust as an NHS employee or contractor at the Trust.'*

Please clarify the Trust's Policies regarding a person who is not an employee and not a contractor (a) being given unauthorised disclosures of a person's Personal and Sensitive Data, and (b) being given access to correspondence between the Trust and a member of the public, and (c) being allowed to make decisions (affecting a member of the public in correspondence with Trust) alleged to be on behalf of the Trust and in association with the Trust.

**(2.1) Please provide details (extract/copy) of the Trust's Policies that enabled/authorised Carolyn Pike (and/or her employer) to make determinations about the administration of BSMHFT recruitment/employment and equal opportunities policies and procedures.**

**(2.2) Please provide details (extract/copy) of the Trust's Policies that enabled/authorised Carolyn Pike (and/or her employer) to impose terms and conditions for recruitment selection and employment (jobs applicants) for jobs within about BSMHFT.**

**(2.3) Please provide details (extract/copy) of the Trust's Policies that enabled/authorised Carolyn Pike (and/or her employer) to make determinations about complaints submitted to BSMHFT.**

**(2.4) Please provide details (extract/copy) of the Trust's Policies that enabled/authorised Carolyn Pike (and/or her employer) to refuse access to BSMHFT recruitment and employment and equal opportunities policies to members of the public seeking employment with BSMHFT.**

**(2.5) Please provide details (extract/copy) of the Trust's Data Protection Policies that enabled/authorised Carolyn Pike (and/or her employer) to be given copies and access (unauthorised access) Personal and Sensitive Data of job applicants and/or a member of the public in correspondence with employees of BSMHFT; and authorising BSMHFT employees to make disclosures of Personal and Sensitive Data of job applicants and/or a member of the public in correspondence with employees of BSMHFT.**

**(2.6) Please provide details (extract/copy) of the Trust's Policies that enabled/authorised Carolyn Pike (and/or her employer) (i) to instruct employees of BSMHFT not to provide reasonable adjustments to disabled persons seeking employment with BSMHFT; and (ii) to instruct employees of BSMHFT not to attend to complaints from members of the public; and (iii) to instruct employees of BSMHFT to instruct jobseekers (seeking employment with BSMHFT) to engage in processes that are not BSMHFT recruitment processes and including activities for which BSMHFT has no contractual agreement.**

As stated in FOI0156/2021, Carolyn Pike was not an employee or contractor of the Trust. None of the specific scenario policy documents you request (2.1 – 2.6) as stated above exist.