



Kent and Medway
NHS and Social Care Partnership Trust

Information Governance & Records Management Department

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Sent via email

Dear [REDACTED]

Email: kmpt.infoaccess@nhs.net
Website: www.kmpt.nhs.uk

Request for Information

I write further to your request FOI ID 52255 under the Freedom of Information Act 2000 regarding: -

Sexual Harassment/Inappropriate Sexual Conduct Incidents and Policies

Safeguarding patients and staff from all forms of abuse and sexual harassment is intrinsic to Kent and Medway NHS and Social Care Partnership Trust (KMPT) Care. We have systems and policies in place to ensure that all safeguarding and serious incident activity is captured to enable a safe and appropriate response in line with regulatory and statutory duties.

All allegations of sexual abuse, sexual harassment and sexual misconduct are internally investigated, and any suspected abuse relating to patients are reported to the local authority in line with the Care Act (2014), Making Safeguarding Personal and Kent and Medway Safeguarding Adult Board Procures. All suspected criminal activity is reported to the police. Patient safety and staff welfare is prioritised with appropriate action taken proportionate to the concern.

As a mental health trust, we recognise the increased risk of abuse exposed to our patients, and increased risk of allegation reporting due to patient vulnerabilities, and as such to ensure transparency and safe care for patients and staff we report all allegations. Our response ensures no assumptions are made and staff and patients are kept safe. Therefore, our data will demonstrate high reporting, this is a safety mechanism and not a risk.

We strive to ensure our environments are safe for patients and staff and respond rigorously to all allegations of sexual abuse, harassment and sexual misconduct.

To ensure staff are clear about behaviour expectations and how to respond to abuse, allegations of abuse and sexual safety, we have the following policies in place, Managing Allegations Against People in a Position of Trust policy, Professional Boundaries Policy, Sexual Safety Policy, Safeguarding Adults Policy, Safeguarding Children & Young People Policy, Sexual Misconduct Policy and a Freedom to Speak Up Policy to enable a culture that encourages proactive reporting and responsiveness.

To reflect the request has not stipulated whether the data is staff only or patient related; all Sexual Harassment/Inappropriate Sexual Conduct Incident information has been shared. It is important to note that this data covers all allegations around the subject, including sexual abuse, harassment, and indecent exposure towards:

- A patient to a patient,
- A patient by staff

We are proud to be smoke free

Trust Chair – Dr Jackie Craissati
Chief Executive – Sheila Stenson

- A patient by a visitor
- Staff by a patient
- Staff by staff
- A patient reporting another organisation
- A visitor by other visitors.
- A family member or acquaintance towards a patient

Reported Sexual Abuse/Harassment/Sexual Safety safeguarding Concerns.	2023 Overall	2024 Overall	2025 (Up to 02/09/25) Overall	Total
All captured within our reporting system Inphase				
Total number of all safeguarding referrals to the local authority for sexual abuse/sexual assault/any form of sexual safety concern, which may include a secondary type of alleged abuse (includes patient, staff, visitors, family, physical abuse with sexual, financial with sexual etc)	173	158	91	422
Total number of safeguarding referrals to the local authority for alleged sexual abuse/sexual assault/any form of sexual safety concern – against KMPT staff total	11	18	8	37
Total number of safeguarding referrals for alleged sexual abuse/sexual assault/any form of sexual concern – against agency staff	1	4	0	5
Total number of safeguarding referrals for alleged sexual abuse/sexual assault/any form of sexual concern – other staff allegations (Against KCC, GP, Other Organisations, other NHS trusts, Support accommodation, other professionals etc.)	4	6	4	14
Total number of safeguarding referrals for alleged sexual abuse/sexual assault/any form of sexual concern - staff allegations	16	28	12	56

- What is your organisation's formal policy for handling reports of sexual harassment?

Sexual Safety Policy
Sexual Misconduct Policy
Professional Boundaries Policy
Managing Allegations Against Staff Policy
Safeguarding Adults Policy
Safeguarding Children and Young People Policy

- Please provide the total number of whistleblowing reports your organisation has received in each of the last three years and indicate how many of these related specifically to sexual harassment.

Whistleblowing reports are managed via our Freedom to Speak Up service. The Freedom to Speak Up service for the Trust is provided by The Guardian Service who can be contacted directly and may be able to supply this information - information@theguardianservice.co.uk

I confirm that the information above completes your request under the Freedom of Information Act 2000. I am also pleased to confirm that no charge will be made for this request.

If you would like more information please contact our team. For concerns or if you are unhappy with the response provided or the service you have received you can write to the Head of Information Governance at the address on top of this letter. If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision.

Yours Sincerely
On Behalf of
The Information Governance Department