



**Scottish  
Ambulance  
Service**

University National NHS Board



# Freedom of Information Request

**30<sup>th</sup> October 2024**

## Question

I am formally requesting comprehensive and detailed information that is kept on record by the organisation regarding allegations and documented accounts pertaining to severe offenses, including but not limited to, rape, sexual assault, domestic violence, and various other forms of gender-based violence incidents allegedly perpetrated by employees of the Scottish Ambulance Service.

In particular, I would like to obtain precise data on the total number of employees who have been accused or who are under scrutiny due to any reports or allegations related to these serious issues. Moreover, I am keenly interested in understanding how many individuals within the organisation have faced termination from their roles specifically as a consequence of these serious matters. It would also be valuable to gather information about how many current employees continue to hold their positions with the Scottish Ambulance Service even in light of any allegations or documented reports tied to these significant concerns. Acquiring this information is vital for fostering a deeper understanding of how effectively the organisation manages such grave issues and its broader commitment to maintaining a safe and supportive working environment for all staff members. This inquiry aims not only for transparency but also seeks insight into potential systemic challenges that may need addressing within the organisation's policies and procedures concerning employee conduct and safety.

## Answer

Please see the table below which details the information requested in the FOI above.

Important to note – There was no system in place pre-2017 that recorded the Employee Relations cases centrally. Also, there are no categories to specifically report on domestic violence, gender-based violence. Therefore, I have applied Section 17 of FOISA, the Scottish Ambulance Service does not hold the information you have requested.

Please note that the number for bullying in 2023 is higher in previous years; this is due to a change in the way we were recording the cases. We anticipate a similar number in 2024.

For the given data, you will see that some of the figures are shown as, five or less than five, please note that this figure has been suppressed because the statistical value is less than five. The Scottish Ambulance service has a duty, under the Data Protection Act to avoid directly or indirectly revealing any personal details. It is therefore widely understood that provision of statistics on small numbers, five or less are statistically suppressed upon disclosure.



University National NHS Board	2017	2018	2019	2020	2021	2022	2023	2024
Accused of sexual harassment	0	<5	0	<5	0	<5	<5	0
Accused of sexual assault	0	0	0	0	0	0	0	0
Accused of rape	0	0	0	0	0	0	0	0
Accused of bullying	6	7	<5	<5	6	9	19	24

Public authorities are not required to create information in order to answer a request. There's a distinction between creating new information, and compiling information. Where a request can be answered by compiling information from readily-available resources held by the public authority, this is not the same as creating new information. However, if collation of the information would require skill and complex judgement, the information is not held.

I have concluded that, in the case of data about terminations or staff still in employment, we are unable to produce this information without complex skill and judgement. This is because, although we hold information about investigations, to report on the outcomes of each investigation we would be required to look at each case and apply complex judgement. It is for this reason that we have applied the exemption Section 17 of the Freedom of Information Scotland Act 2002 as information not held.

The Scottish Ambulance Service follows the Code of Conduct based on the Standards of Conduct, Accountability and Openness of NHSScotland as set out by NHSScotland. A copy of this can be found here [NHSScotland - Publications](#).

While standards cannot easily cover all circumstances and may vary from workplace to workplace, they are necessary for employees to understand what are seen to be satisfactory standards of conduct and behaviours.

Some acts, termed 'gross misconduct', are so serious in themselves or have such serious consequences that the relationship of trust and confidence which is needed between the employer and employee is damaged beyond repair. Such cases may result in summary dismissal, that is without a previous conduct warning.

Conduct sanctions should not be imposed automatically on an employee because they have been charged with or convicted of a criminal offence, whether committed within or out with the course of employment. Each situation should be considered individually on the basis of whether the employee's conduct warrants action because of its employment implications or because it is unacceptable to other employees. This is also taken into consideration regarding any previous convictions.