



FOI REF: 21/399

23<sup>rd</sup> August 2021

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## FREEDOM OF INFORMATION ACT

I am responding to your request for information under the Freedom of Information Act. The answers to your specific questions are as follows:

- 1. Does the NHS Trust contract a private security company to provide Security Officers to work onsite, or employ an 'in house' team of Security Officers, or both?**

East Sussex Healthcare NHS Trust has a private security company providing Security Officers to work onsite.

- 2. Please provide a copy of the most recent 'training needs analysis' conducted at the Trust for a Security Officer role or, explain why there isn't one.**

The Trust does not currently hold a training needs analysis for a Security Officer role as we employ a private security company. All Security Officers are accredited through their awarding body training providers, which allows them to get their security industry authority (SIA) badge, these checks are then done monthly to ensure their licence has not expired and still active. Additional training specific to the Trust and hospital environment is done if required.

- 3. Do Security Officers have autonomy to remove people from the Trust's premises i.e. without seeking advice from clinical staff as to whether or not the person to be removed requires medical advice, treatment or care?**

Yes, Security Officers do have autonomy to remove people from Trust premises. However, if the person is at the Trust for medical reasons, then they would first speak to, or seek advice, from a medical/clinical member of staff. Security officers will be led by medical teams in these circumstances. Every situation is different and will be judged on its own merits. If it is established that a person is on Trust premises and not requiring medical attention/treatment, then the Security Officer would not need to seek advice.

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**4. Are Security Officer training deficiencies that are known to exist listed on the NHS Trust's Risk Register?**

**Clarification was sought asking you to provide further information in respect of question 4 as we are not sure what you are looking for and confirmation was received as follows:**

**The Health & Safety at Work Act 1974 requires employers to provide whatever information, instruction, training and supervision as is necessary to ensure, so far as is reasonably practicable, the health and safety at work of their employees.**

**What training is 'necessary' is to be determined by a full and sufficient Health and Safety Risk Assessment of the employees' roles and the known risks, followed by a Training Needs Analysis.**

**Other legislation also makes explicit training requirements of certain employers.**

**For example, those employers whose employees provide care to adults who may lack capacity are required to comply with the Mental Capacity Act Code of Practice (MCA CoP), which states that certain categories of people are legally required to have regard to relevant guidance in the Code of Practice and that they must be aware of the Code of Practice when acting or making decisions on behalf of someone who lacks capacity to make a decision for themselves, and they should be able to explain how they have had regard to the Code when acting or making decisions. This translates to a legal requirement for an employer organisation to provide suitable training.**

**Another example would be where an NHS Trust operates 'removals' from the premises under the S.119/120 CJIA 2008. In such circumstances, by virtue of s.121 of the CJIA 2008, training would be required to be provided to Authorised and Appropriate Officers.**

**So, to clarify, 'training deficiencies', means training that would be legally required to be provided to Security Officers deployed at the NHS Trust, but not yet provided to them.**

**Such training deficiencies represent a risk (to everyone.)**

**My question 4 asks whether such training deficiencies, if known, are highlighted on the Trust's Risk Register.**

**From a Risk Register perspective there are no specific risks related to deficiencies in training for the Security Officers.**

If I can be of any further assistance, please do not hesitate to contact me.

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Should you be dissatisfied with the Trust's response to your request, please write to the Freedom of Information Department ([esh-tr.foi@nhs.net](mailto:esh-tr.foi@nhs.net)), quoting the above reference.

Yours sincerely

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