

██████████
Letter issued by email

Date: 5 May 2026
Our Ref: FOI2026-3330
Enquiries to: Freedom of Information
Email: psd.foi@nhs.scot

Dear ██████████

Freedom of Information Reference: FOI2026-3330

Thank you for your information request received on 6 April 2026 by Public Services Delivery Scotland (PSD Scotland).

From 1 April 2026, NHS Education for Scotland (NES) and NHS National Services Scotland (NSS) joined to form Public Services Delivery Scotland (PSD Scotland), enabling transformation in health, social care, and the wider public sector. This means your Freedom of Information request is now being responded to by PSD Scotland.

Your Request

I write to request information under the Freedom of Information (Scotland) Act 2002. I seek information relating to any survey conducted by, on behalf of, or with the later knowledge of NHS Education for Scotland concerning sexual misconduct involving orthopaedic trainees, for the period from 1 June 2025 to the present date. Specifically, I request:

- 1. Copies of the survey (including questionnaires, forms, or instruments used).*
- 2. Any reports, summaries, or analyses produced from the survey results.*
- 3. Any internal correspondence, minutes, or communications relating to:
o the commissioning or design of the survey;
o its distribution to trainees;
o the interpretation of its findings.*
- 4. Information as to whether the survey received formal endorsement or approval, including:
o the identity of any individual(s) or body/bodies providing endorsement;
o the process by which such endorsement was obtained.*
- 5. Details of any concerns raised in relation to the survey, including:
o concerns regarding its methodology, governance, or validity;
o concerns raised by trainees, trainers, or management;
o any actions taken in response to such concerns.*
- 6. Any documents relating to governance, oversight, or ethical approval of the survey.*

Chair Mr Keith Redpath
Chief Executive Professor Karen Reid

I wish to advise under the Freedom of Information (Scotland) Act 2002 (FOISA), that PSD Scotland can provide a partial response to your request, as detailed below.

1. Copies of the survey (including questionnaires, forms, or instruments used).

Information, including the initial survey request and the questions included has been provided as attached: FOI2026-3330-Annex A.

2. Any reports, summaries, or analyses produced from the survey results.

A Situation, Background, Assessment and Recommendation (SBAR) Report was produced on 19 January 2026. This information has been provided as attached: FOI2026-3330-Annex B.

3. Any internal correspondence, minutes, or communications relating to:

- **the commissioning or design of the survey**
- **it's distribution to trainees**
- **the interpretation of its findings**

The design and commission of the survey was undertaken by the Trauma & Orthopaedic Surgery West of Scotland Speciality Training Committee, with further details of the design of the survey included in answer to question 1.

A QR code for the survey was first shared on 9 October 2025 and was followed up by an email with a link to the survey sent out via email to the trainees by the Training Committee. The content of the email is included in answer to question 1.

Further discussion on the survey took place at the 1 October 2025 and the 28 January 2026 Trauma & Orthopaedic Surgery West of Scotland Region Speciality Training Committee meetings. A redacted version of these minutes is attached: FOI2026-3330-Annex C. All names and personal data have been redacted under Section 38(1)(b) of the FOISA. Other items within the minutes have also been redacted as these are out of scope of the request.

The interpretation of these findings is also noted within the SBAR detailed in question 2.

Further communications also took place with members of the PSD Scotland Medical Directorate via email. The following document: FOI2026-3330-Annex D includes a redacted version of these emails. All names and personal data have been redacted under Section 38(1)(b) of the FOISA. Other items within the minutes have also been redacted as these are out of scope of the request.

4. Information as to whether the survey received formal endorsement or approval, including:

- **the identity of any individual(s) or body/bodies providing endorsement**
- **the process by which such endorsement was obtained.**

There was no endorsement given on the creation of the survey by the leadership team within the NES (as a predecessor of PSD Scotland) Medical Directorate. The team were initially unaware of the creation of the survey, which was commissioned by the Trauma & Orthopaedic Surgery West of Scotland Region Speciality Training Committee (STC). The role of the STC is to advise and support the Scotland Deanery in delivering training for resident doctors in training.

As detailed within the SBAR, although NES (as a predecessor of PSD Scotland) were initially unaware of the survey being issued, there was a great deal of concern about the survey results.

5. Details of any concerns raised in relation to the survey, including:

- **concerns regarding its methodology, governance, or validity**
- **concerns raised by trainees, trainers, or management**
- **any actions taken in response to such concerns**

There were no concerns raised prior to circulation of the survey regarding methodology, governance or validity.

However, concerns were raised retrospectively around the governance of the survey, as detailed within the SBAR attached in FOI2026-3330-Annex A. These concerns have been part of the driver for a governance review of the role and purpose of all Specialty Training Committees (STCs) in addition to reporting and escalation arrangements as outlined below.

A draft action plan was discussed which consisted of 5 elements:

1. Governance route – the survey has prompted a review of the governance routes for the STC. This review is live and will report in May.
2. In addition to the STC review, a governance review will include the work around sexual misconduct being reported via the Medical Directorate Quality and Safety group.
3. A code of conduct was proposed however, following HR advice this was not progressed as there is a Once for Scotland Code of Conduct plus the GMC's Good Medical Practice which provides clarity around professional behaviours.
4. A draft statement acknowledging the survey and the production of the SBAR was formulated, this was never circulated due to a lack of consensus on content.

5. Ongoing work - part of the ongoing work has been a SLWG reviewing and improving the Scottish Trainees Survey (STS) questions and processes. This SLWG will report in June and the new questions and process will be in place in August.

6. Any documents relating to governance, oversight, or ethical approval of the survey.

There are no documents held relating to governance, oversight or ethical approval of the survey. Under Section 17 of the FOISA this information is not held.

If you are dissatisfied with this reply under the terms of the Freedom of Information (Scotland) Act 2002, you should contact us again in writing or by email within 40 days of receipt of this response to request an internal review.

If you remain unhappy with the outcome of that internal review, you have the right to apply directly to the Scottish Information Commissioner for a decision within six months of receiving our response. For further information, please visit the Scottish Information Commissioner's [website](#).

Yours sincerely

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