

Item 2.ii

Report to:	Board of Directors	Date: 7 December 2023
Report from:	Oonagh Monkhouse, Director of Workforce and OD	
Principal Objective/ Strategy and Title:	To seek Boards endorsement of the Trust signing up to the NHSE Sexual Violence Charter	
Board Assurance Framework Entries:	Staff Engagement Retention Recruitment	
Regulatory Requirement:	Well Led Health and Safety	
Equality Considerations:	Providing an environment free from harassment and violence	
Key Risks:	<ul style="list-style-type: none"> • Staff retention • Staff engagement 	
For:	For approval	

1. Background

- 1.1 NHSE have issued a number of documents setting out the expectations on employers in relation to eliminating sexual violence against staff.
- 1.2 NHS employers have been asked to review their policies, support and training for staff and NHSE has set up an expert advisory group who will be reviewing national policies, training and support, and developing model guidance, e-learning and other products.
- 1.3 A new question has been added to the 2023 NHS Staff Survey:
'In the last 12 months, how many times have you been the target of unwanted behaviour of a sexual nature in the workplace? This may include offensive or inappropriate sexualised conversation (including jokes), touching or assault.'
- 1.4 The anonymous data gathered from this question will help employers understand the potential prevalence of sexual misconduct in the organisation and inform further action.
- 1.5 A charter has been published which all organisations are being asked to sign up to with a commitment to implement the 10 actions by July 2024.
- 1.6 The Executive Team have discussed and given their support to signing up to the charter. The Workforce Committee have also discussed and endorsed it and the Board is now asked to formally sign up to the Charter.

2. Sexual Violence Charter

1. We will actively work to eradicate sexual harassment and abuse in the workplace.
2. We will promote a culture that fosters openness and transparency, and does not tolerate unwanted, harmful and/or inappropriate sexual behaviours.
3. We will take an intersectional approach to the sexual safety of our workforce, recognising certain groups will experience sexual harassment and abuse at a disproportionate rate.
4. We will provide appropriate support for those in our workforce who experience unwanted, inappropriate and/or harmful sexual behaviours.
5. We will clearly communicate standards of behaviour. This includes expected action for those who witness inappropriate, unwanted and/or harmful sexual behaviour.
6. We will ensure appropriate, specific, and clear policies are in place. They will include appropriate and timely action against alleged perpetrators.
7. We will ensure appropriate, specific, and clear training is in place.
8. We will ensure appropriate reporting mechanisms are in place for those experiencing these behaviours.
9. We will take all reports seriously and appropriate and timely action will be taken in all cases.

2.1 Following the roll out of the Abuse, Violence and Aggression Procedure we are continuing to work with the Women's Network to scope training for staff and managers in responding to sexual violence/abuse at work both from colleagues and/or patients and visitors. We have met with a training provider who was a contributor to the recent report on sexual violence in the medical workforce to discuss her recommendations and options. We intend to commission some training on a pilot basis and then review the feedback and impact.

2.2 The updated Abuse, Violence and Aggression Procedure addresses the reporting and management of the sexual abuse of staff by patients and visitors. Incidents of staff abusing other staff or patients are addressed through the Dignity at Work Procedure and/or the Disciplinary Policy. We will be reviewing whether this provides sufficient visibility of the issue and guidance on how it should be addressed. We also are concerned that there is underreporting of incidents of sexual abuse and are discussing with the Freedom to Speak up Guardian how reporting can be improved.

2.3 Monitoring of implementation of the charter will be via the Equality, Diversity and Inclusion Steering Group and then reported to the Workforce Committee.

3. The Board is asked to:

- Review and sign up to the Charter on Sexual Violence.