

	Charter commitments:	GHC position
1	Work to eradicate sexual harassment and abuse in the workplace.	<ul style="list-style-type: none"> • In patient MH Ward Charters (SS Collaborative) identify expectations and standards. • Sexual harassment is one of the more reported categories.
2	Promote a culture that fosters openness and transparency, not tolerating unwanted, harmful and /or harmful sexual behaviours	<ul style="list-style-type: none"> • Sexual Safety Clinical Policy • Sexual Misconduct Policy in development • LBGTQ+ forum • Freedom to speak up – ambassador and guardians • Access to Trust Security Team • Incident reporting is robust via Datix • NHS E charter included in new starters welcome pack • Access to SARC services including sexual violence awareness training. • NHS E charter is now included in new starters pack.
3	Take an intersectional approach to the sexual safety of our workforce, recognising certain groups will experience sexual harassment and abuse at a disproportionate rate.	<ul style="list-style-type: none"> • Sexual Safety Policy • Lone working policy refreshed 2023 • Policy alignment to make reference to Sexual Safety has been completed. • Some lone working devices/digital options are being considered for wider use across the Trust, to increase safety for all.
4	Provide appropriate support for those in our workforce who experience unwanted, inappropriate and/or harmful sexual behaviour.	<ul style="list-style-type: none"> • Working well • Line management support • Trust security team • Clinical/Management Supervision • Freedom to speak up • Sexual Safety Awareness Training for unregistered staff has been piloted. • Lone working community nurses using the Hollie Guard App on phones. Exploration of “corporate licences” is taking place.

		<ul style="list-style-type: none"> • Bespoke break away training has been requested for certain group.
5	Clearly communicate standards of behaviour. This includes expected action for those who witness inappropriate, unwanted and/or harmful sexual behaviour.	<ul style="list-style-type: none"> • Ward Charters are in place in MH and LD. • Community Hospitals could develop posters also. • Witnessing is not currently reported.
6	Ensure appropriate, specific, and clear policies are in place. Include appropriate and timely action against alleged perpetrators.	<p>Policy alignment exercise completed:</p> <ul style="list-style-type: none"> • Security and Management • Speaking up at work • Lone working policy • Relationships & Professional Boundaries • Managing Allegations • Violence Alert/Warning markers in electronic information systems • Safeguarding Policies (Adult & Children) • SARC Operational Policy • Sexual Safety Clinical Policy • Sexual Misconduct Policy in development
7	Ensure appropriate, specific, and clear training is in place.	Sexual Safety Awareness training has been piloted and will be made available for general use in 2025 on the Care to Learn system. Let's talk about Sexual Safety film is also accessible. Resources from NHS E will be available
8	Ensure appropriate reporting mechanisms are in place for those experiencing these behaviours.	Policies (listed above) and incident reporting.
9	Take all reports seriously and appropriate and timely action will be taken in all cases.	This is part of the incident reporting process and managed by teams locally as incidents occur.
10	Capture and share data on prevalence and staff experience transparently.	<ul style="list-style-type: none"> • Datix incident reports • P&S group reporting • Quality dashboard • WOMAG and Great place to work committee • Sexual Misconduct working group to be identified