

Sexual Safety – GHC Action Planning

Sexual Safety Charter Principles	National Actions	Outcomes	GHC Actions to meet Outcomes	Progress
Principle 1: we will actively work to eradicate sexual harassment and abuse in the workplace			Actions as described below	
Principle 2: we will promote a culture that fosters openness and transparency and does not tolerate unwanted, harmful and/or inappropriate sexual behaviours	<ul style="list-style-type: none"> • have clear plans to focus the organisation on prevention and culture change • set clear standards of behaviour in policies and enforce them • core training for all staff and specialist training for those who need it • communications campaign shared with all staff • executive/board reporting, including on relevant data and learning • embed tackling sexual misconduct and protecting the sexual safety of our workforce into all relevant business as usual areas – for example, training, contracts, induction and equality, diversity and inclusion 	<ul style="list-style-type: none"> • sexual misconduct, its prevalence, impact and how to eradicate it is discussed openly and appropriately within the organisation • the executive board has agreed a suitable governance process to understand prevalence rates, staff experience and the outcomes of cases in their organisation • data about prevalence, actions taken and learning from cases is shared across the organisation • reduction in cases (recognising likely to be an initial increase due to increased confidence in reporting) • reduction in staff saying in annual staff survey they have experienced 	<ol style="list-style-type: none"> 1) Develop and agree an action plan closely aligned with the broader corporate Culture and Leadership Programme and share it widely, encouraging review and feedback. 2) Use the national template to introduce a new Sexual Safety (Misconduct) Policy for the Trust, including supporting guidance documentation and flowcharts, reviewing the current policy, avoiding duplication but covering any gaps. 3) Review other related policies and ensure they cross reference/align to the Sexual Safety Policy and set clear standards of behaviour. 4) Develop a Training Needs Analysis to determine which posts need to access what training, and whether any of this needs to become a mandatory (Essential to Role) requirement. 5) Include mention of the Trust's policy and approach into Trust recruitment, and induction processes, with explicit reference in job descriptions 6) Promote through a range of communication routes and fora the existence of our Domestic Abuse and Sexual Violence (DASV) Lead 	<p>Completed</p> <p>Completed & being approved</p> <p>Started but ongoing through 2025 Completed</p> <p>Completed</p> <p>Completed</p>

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	(EDI) improvement plans <ul style="list-style-type: none"> • clear signposting to policies and support services, which are easily accessible to all staff • visible, senior leadership • appoint domestic abuse and sexual violence lead 	sexual misconduct in the workplace <ul style="list-style-type: none"> • increased confidence in the organisation at tackling sexual misconduct and improving safety for all staff 	7) Agree reporting mechanisms and data sets, making changes to reporting systems as required. Include data cut by staff groups and EDI metrics . 8) Review Sexual Safety Collaborative standards and guidance (2020) against local policy and practice in clinical settings.	Started but ongoing through 2025 Completed
Principle 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. For example, women, black, ethnic minority, disabled and LGBTQ+ groups	<ul style="list-style-type: none"> • complete equality impact assessment of sexual safety and misconduct work (including policies) • engage through staff networks, EDI officials and experts by experience to ensure all cohorts of our staff are represented appropriately and robustly as part of this work • use data from NHS staff surveys, cut by EDI metrics, to understand staff experience and inform iterative development of key products • tailor responses to ensure they are appropriate for groups that experience sexual 	<ul style="list-style-type: none"> • a clear understanding of the prevalence of sexual misconduct within different workforce groups • support is tailored, appropriate and effective in tackling intersectional experience of sexual misconduct 	9) Carry out policy EIA 10) Promote activity and feedback on Sexual Safety work with the Trust network groups, staff side and related health, safety and wellbeing groups. Amend as needed in response to feedback. 11) Use existing local data sources to inform targeted support and improve sexual safety.	Completed Started but ongoing though 2025 Commenced

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	misconduct at a disproportionate rate			
Principle 4: we will provide appropriate support for those in our workforce who experience unwanted, inappropriate and/or harmful sexual behaviours	<ul style="list-style-type: none"> information and resources are available on the intranet and staff are signposted to them regularly staff support structures, like the Employee Assistance Programme, have guidance on sexual misconduct processes and pathways to specialist support the support offer is monitored to inform continuous improvement and ensure appropriateness relevant policies are evidence based and informed by data and subject matter expertise 	<ul style="list-style-type: none"> staff have knowledge of and access to a range of support tools and mechanisms that are iteratively reviewed and based on a growing evidence base specific and specialist support for those who experience sexual misconduct is embedded into organisational staff support structures 	<p>12) Ensure information and resources are promoted and available to staff on intranet and other appropriate platforms.</p> <p>13) Subject to identification of any necessary budget requirements, source and provide specialist training to specific/specialist staff (as identified in the TNA)</p> <p>14) In consultation with relevant stakeholders, complete option appraisal of digital personal safety apps for consideration for workforce wide use</p>	<p>Commenced</p> <p>Agreed</p> <p>Commenced</p>
Principle 5: we will 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"> sexual misconduct policy is clear on standards of behaviour, the role of those who witness inappropriate behaviour, and any interactions with other relevant policies roll out communications campaign to all staff sexual safety and misconduct are comprehensively 	<ul style="list-style-type: none"> staff are clear about the standards of behaviour required in the organisation the organisation adheres to policies and applies them consistently staff feel empowered to take action should they witness or experience unwanted and/or 	<p>15) Include local Staff Survey / Pulse Survey questions to test staff clarity about expected standards of behaviour and what to do to offer support/action as a witness to experience unwanted and/or harmful sexual behaviour.</p> <p>16) Identify, develop and promote sexual safety resources.</p>	Will commence with 2025 Staff Survey planning round in end Q2/Early Q3

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	addressed in induction and all staff training	harmful sexual behaviour		
Principle 6: we will ensure appropriate, specific, clear policies are in place. They will include appropriate and timely action against alleged perpetrators	<ul style="list-style-type: none"> publish a policy on sexual misconduct sexual misconduct policy is supported by flowchart and easy-read version and is easily accessible to all staff policies set out roles and responsibilities of people in the organisation, for example, HR and people professionals, safeguarding teams, freedom to speak up guardians, mental health first aiders, leadership, line managers policies are clear about action that needs to be taken against perpetrators, by whom, when and how 	<ul style="list-style-type: none"> action is always taken against perpetrators, and in line with policies clear, evidence-based and trauma-informed processes are documented in policies all staff are clear on roles and responsibilities HR and people professionals are clear on the necessary steps required to take timely action against alleged perpetrators and this is part of their induction and ongoing training 	<p>See Action 2 above.</p> <p>See Actions 4 and 12 above.</p> <p>17) Sexual Safety (Clinical Policy) is being reviewed in 2025.</p> <p>18) Working with the Trusts Accredited Security Management Specialists (ASMS) review/refine agreed protocols for taking appropriate action against identified perpetrators in relation to sexual misconduct.</p>	<p>Final sign off Q3</p> <p>Commenced</p>
Principle 7: we will ensure appropriate, specific, clear training is in place	<ul style="list-style-type: none"> training is available for all staff to recognise and report sexual misconduct and to understand how to support colleagues (victims and witnesses) specialist training is available for those who need it to ensure 	<ul style="list-style-type: none"> training on sexual misconduct and sexual safety is accessible to all staff specialist training is accessible to those who need it staff knowledge and awareness of issues 	<p>See Actions 4 and 11 above.</p> <p>19) Promote existing local sexual safety e-learning training on Care to Learn and develop attendance/completion metrics</p>	Commenced and will be on-going

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	effective support, reporting and investigations <ul style="list-style-type: none"> training is developed for managers to support culture change 	relating to sexual misconduct increases		
Principle 8: we will ensure appropriate reporting mechanisms are in place	<ul style="list-style-type: none"> policy outlines sexual misconduct reporting mechanisms, including anonymous reporting reporting mechanisms are widely communicated to ensure awareness Freedom to Speak Up infrastructure and training for guardians updated to include sexual misconduct 	<ul style="list-style-type: none"> staff can report an instance of domestic abuse and sexual violence through multiple routes, including anonymously staff have confidence their disclosure will be treated confidentially (and understand where it might need to be shared for safeguarding reasons) and escalated appropriately 	20) Build on the anonymous reporting system offered by FTSU (SA) and/or review and if agreed, implement the introduction of a new anonymous reporting system 21) Agree to provision of specialist training for Freedom to Speak Up Guardians/Champions and operational HR.	Planned for later in 2025 Commenced
Principle 9: we will take all reports of sexual misconduct seriously, and appropriate and timely action will be taken in all cases	<ul style="list-style-type: none"> clear actions and action-owners set out in the sexual misconduct policy timeframes for action set out in sexual misconduct policy ensure access to external investigators ensure access to external subject matter experts executive/board reporting, including on relevant data and learning 	<ul style="list-style-type: none"> all reports of sexual misconduct are actioned following organisational policies staff have increased confidence to report concerns 	See Actions 2 and 7 above. 22) Ensure the Trust has access to external investigators and subject matter experts where needed	Scoping commenced. Will need additional budget

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Principle 10: we will transparently capture and share data on the prevalence of sexual misconduct and staff experience of sexual misconduct	<ul style="list-style-type: none"> staff survey results are published and shared, with actions taken/to be taken to address issues and risks raised in the results executive/board reporting on cases, including relevant data and learning 	<ul style="list-style-type: none"> executive board understands prevalence rates, staff experience and the outcomes of cases in their organisation, including impacts and any differences between different groups of staff and required actions staff have access to data on sexual misconduct prevalence in their organisation 	<p>23) A comparison of Staff Survey results is carried out to monitor changes//improvement, service/team hot spot areas and results circulated across the Trust</p> <p>24) Build on existing local reporting (FTSU, Datix sexual safety incident reporting. safeguarding reporting)</p>	<p>Commenced.</p> <p>Commenced but ongoing</p>