

Ref. No: 445221221  
From: Public  
Date: 22/12/21  
Subject: Sexual Harassment and Misconduct in the Workplace

## REQUEST

I am writing to you under the Freedom of Information Act 2000 in order to determine whether your trust provides any training or professional development about being an active bystander in response to sexual harassment and misconduct in the workplace context.

If this training is available, please can you provide information on:

1. whether this training is mandatory or elective;
2. if any pamphlets, brochures, handbooks, online materials (which can be sent to me as a PDF) or similar content is made available either stand alone or as part of the training, and if so, please attach it to the FOI response; and
3. where available, the number or percentage of your staff who have completed this training and/or education.

In the absence of this training, can you specify whether such education and/or training is being actively considered or if your trust is in the process of implementing this training.

## RESPONSE

The Trust do not provide specific training sessions or professional development about being an active bystander in response to sexual harassment and misconduct in the workplace context. We do, as part of overall management development provide sessions relating to harassment and misconduct (including sexual harassment) as part of supporting managers through the Respect / Dignity at Work and Disciplinary processes. The sessions have reduced during the pandemic. Individual coaching would be provided to managers investigating specific incidents.