



Agenda Item No:

17

Report to:	Humber and North Yorkshire Integrated Care Board
Date of Meeting:	8 November 2023
Subject:	Sexual Safety in Healthcare – Organisational Charter
Director Sponsor:	Jayne Adamson, Executive Director of People, Teresa Fenech, Executive Director of Nursing and Quality
Author:	Emma Kirkwood, Head of Transformational HR

STATUS OF THE REPORT: *(Please click on the appropriate box)*

Approve Discuss Assurance Information A Regulatory Requirement

SUMMARY OF REPORT:

This report sets out the Sexual Safety in Healthcare Organisational Charter, launched by NHS England on 4th September 2023.

RECOMMENDATIONS:

Members are asked to:

- i) Approve Humber and North Yorkshire ICB become signatories to the charter and commit to ensuring all 10 principles and actions are embedded within the organisation by July 2024.
- ii) Agree that a baseline assessment and action plan is undertaken and presented back to Board at the XXX meeting.

ICB STRATEGIC OBJECTIVE *(please click on the boxes of the relevant strategic objective(s))*

Managing Today	<input checked="" type="checkbox"/>
Managing Tomorrow	<input checked="" type="checkbox"/>
Enabling the Effective Operation of the Organisation	<input checked="" type="checkbox"/>

IMPLICATIONS *(Please state N/A against any domain where none are identified)*

Finance	NA
Quality	Becoming a signatory to the charter, demonstrates that the ICB will take a systematic zero tolerance approach to tackling domestic abuse and serious violence including the sexual assault, harassment and abuse of NHS staff and patients.
HR	With over 1.3m people employed in the NHS, and with about 2m contacts with patients every working day, the NHS has a responsibility to protect staff and patients, and offer safe spaces and routes for support. Sexual misconduct can happen to anyone anywhere – it is crucial that when our staff come to work, they feel safe and supported.
Legal / Regulatory	Several pieces of legislation and associated guidance have set the strategic direction for ICBs and given rise to statutory duties in relation to the reduction in serious violence and domestic abuse. These two key areas of work are aligned through a Home Office led programme aimed at bringing together relevant partners known as Specified Authorities with an aim of coordinating the local response to preventing and reducing Serious Violence. The NHSE Domestic Abuse and Sexual Violence team have also developing a national programme of work and support around these topics.
Data Protection / IG	In accordance with standard HR and IG guidelines.
Health inequality / equality	Serious violence disproportionately affects the most deprived communities. Victims and perpetrators are more likely to be under the age of 25.
Conflict of Interest Aspects	NA
Sustainability	NA

ASSESSED RISK:

The ICB risks breaching statutory duties if this work is not undertaken.

MONITORING AND ASSURANCE:

The ICB Quality Committee and Safeguarding Committee will receive updates on progress for monitoring and assurance purposes as part of a standing agenda item on a quarterly basis.

ENGAGEMENT: *(Please provide details of any clinical, professional, or public involvement work undertaken or planned. Summarise feedback from engagement and explain how this has influenced your report. If you have not yet engaged with stakeholders include a summary of your plans.)*

The preparation of the report has been subject to engagement with relevant specialist advisors to the ICB.

REPORT EXEMPT FROM PUBLIC DISCLOSURE

No Yes

If yes, please detail the specific grounds for exemption.

SEXUAL SAFETY IN HEALTHCARE CHARTER

8 November 2023

1. INTRODUCTION

- 1.1. This report sets out the Sexual Safety in Healthcare Organisational Charter, launched by NHS England on 4th September 2023.

2. BACKGROUND

- 2.1 On the 13th September 23 the ICB Board received an update from the Director of Nursing and Quality, setting out the legislative and strategic framework for tackling Domestic Abuse and Serious Violence and associated statutory duties for Humber and North Yorkshire Integrated Care Board (H&NY ICB).
- 2.1. As part of the wider national project, NHS England have launched its first ever sexual safety charter on the 4th September 2023, in collaboration with key partners across the healthcare system. Signatories to this charter commit to taking and enforcing a zero-tolerance approach to any unwanted, inappropriate and/or harmful sexual behaviours within the workplace, and to ten core principles and actions to help achieve this.
- 2.2. It is expected that signatories will implement all ten commitments by July 2024.

3. ASSESSMENT

- 3.1 By signing the charter the ICB would commit to the following principles and actions:
 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.
 10. We will capture and share data on prevalence and staff experience transparently.
- 3.2 These commitments will apply to everyone in our organisation equally.
- 3.3 As at 26th October 2023, 127 organisations have signed the charter. These are mainly NHS organisations. Members of the HNY ICB Board are asked to approve the ICB

become a signatory to the charter and undertake a baseline assessment and develop an action plan to implement all 10 commitments by July 2024.

4. CONCLUSION

- 4.1 Those who work, train and learn within the healthcare system have the right to be safe and feel supported at work and organisations across the healthcare system need to work together and individually to tackle unwanted, inappropriate and/or harmful sexual behaviour in the workplace.
- 4.2 The commitment will build on work that is already being undertaken by the ICB's Nursing and Quality Directorate, as set out in the Board report presented in September 2023 and the work the People team are undertaking in relation to our cultural values and behaviours.

5. RECOMMENDATIONS

5.1. Members are asked to:

- i) Approve Humber and North Yorkshire ICB become signatories to the charter and commit to ensuring all 10 principles and actions are embedded within the organisation by July 2024.
- ii) Agree that a baseline assessment and action plan is undertaken and presented back to Board at the 13 December 2023 meeting.