

## FOI 0285/2023 Response

- 1. Do all hospitals in your Trust have a reporting system for sexual misconduct? If the answer is 'no', please share how many hospitals within your Trust do have a reporting system for sexual misconduct and how many do not.**

Within the Trust, the following mechanisms are available to all staff to report clinical and non-clinical incidents including sexual misconduct:

- The Trust uses Ulysses Risk Management system (known as Eclipse) to report incidents, including incidents around sexual misconduct. All staff are able to report incidents directly using this system.
- The HR Team do not have a bespoke electronic system specifically designed to capture reports/ incidents of any sexual misconduct. However, the Trust has a Dignity at Work Policy that outlines the way in which staff can raise concerns or make complaints, informally and formally, regarding any experience of sexual misconduct.
- These complaints would be directed to management and HR and recorded within the HR Team within spreadsheets and the policy is applicable to everyone employed within the Trust across all sites.

- 2. If some or all of the hospitals in your Trust have a reporting system for sexual misconduct, please outline the reporting system.**

Please see response to question 1.

- 3. If none or not all of the hospitals in your Trust have a reporting system for sexual misconduct, please outline what a Trust staff member should do if they are a victim of sexual misconduct and another Trust staff member is the perpetrator.**

Please see response to question 1.