

## FOI 0386 2024 Response

To whom it may concern,

Under the Freedom of Information Act 2000, please provide me with the following information about the trust's compliance with the NHS sexual safety charter.

The trust is a signatory to the charter.

<https://www.england.nhs.uk/long-read/sexual-safety-in-healthcare-organisational-charter/>

All signatories to the charter, including your trust, "commit to a zero-tolerance approach to any unwanted, inappropriate and/or harmful sexual behaviours towards our workforce."

Where there are gaps in your records that limit the information, you can provide please explain these in response to the relevant question.

If you cannot reasonably provide a full response within the time limits in the FOIA, please advise me asap as to how I might refine my request.

In order to assist you, the trust's domestic abuse and sexual violence (DASV) lead should know the answers to these questions.

Questions:

1. Has the trust received written advice or guidance from NHS England setting out how to comply with the NHS sexual safety charter? Please answer yes or no.

Yes

- 1.1 If yes, please set out what advice or guidance NHS England provided, or provide a copy of it.

Please see attachments which was shared with NHS Organisations in Oct 2024.

2. Point 10 of the NHS sexual safety charter states: "We will capture and share data on prevalence and staff experience transparently." If you answered yes to question 1, has NHS England provided written advice or guidance as to how the trust should record the prevalence of unwanted, inappropriate and/or harmful sexual behaviour in order to comply with point 10 of the charter? Please answer yes or no.

No

- 2.1 If yes, please set out what advice or guidance NHS England has provided, or provide a copy of it. Specifically, please clarify whether this guidance prescribes what sexual harm data the trust should record, and how to record it? For example, does it stipulate that the trusts should record specific categories of sexual harm, such as patient-on-staff or staff-on-patient incidents? If so, please provide details.

N/A – please refer to the response provided in question 2.

**3. If the trust has received no guidance from NHS England as to how to record the prevalence of unwanted, inappropriate and/or harmful sexual behaviour, how does the trust currently record these incidents?**

The Trust records these incidents using a local incident reporting system and also on a HR spreadsheet.

**3.1 Does the trust record and centrally collate all types of sexual safety incidents? Please answer yes or no.**

Yes. We use a local Incident Reporting system called Ulysses, and a HR Spreadsheet.

**3.2. Which of the following categories of incidents does the trust record and centrally collate. Please answer yes or no:**

- Patient-on-staff incidents Yes
- Staff-on-staff incidents Yes
- Patient-on-patient incidents Yes
- Staff-on-staff incidents Yes
- Visitor-on-staff incidents Yes
- Visitor-on-patient incidents Yes
- Patient-on-visitor incidents Yes
- Staff-on-visitor incidents Yes

**3.3 Does the trust record any other categories of incidents, such as incidents perpetrated by members of the public? If so, please provide details of these categories.**

Yes - sexual assault and sexual harassment

**4. Is the trust fully compliant with all 10 points of the sexual safety charter?**

The Trust is partially compliant with all 10 points as gaps have been identified.

**4.1. If yes, when did the trust become fully compliant?**

The Trust is partially compliant with all 10 points as gaps have been identified.

**4.2 If no, what points of the charter has the trust yet to comply with; and when does the trust expect to become fully compliant with the charter?**

As noted in 4.1, BSMHFT is partially compliant with all 10 points of the sexual safety charter however, there are some area we need to strength.

BSMHFT working group have deployed key workstreams to address the below areas:

- Communications: BSMHFT have started launching the NHS England National Sexual Safety Charter framework via Listen Up Live (the Trust's weekly internal video broadcast which highlights topic of discussions) and on Connect (the Trust's internal online platform) in December 2024. Further works will take place to look at developing posters/leaflets for staff and services users.

- Policy development: A local Policy has been drafted to provide information, guidance and signposting to all staff on matters relating to sexual misconduct. This policy is currently going through the policy development process.
- Pre employment: BSMFT working group will be considering how the sexual safety charter can be included into the Trust induction.
- Training: Sexual misconduct will be threaded into all other relevant mandatory training, which will be accessible and available for all staff. Sexual misconduct will be added to the Active Bystander Training and a bespoke training will be developed to include intersectionality and services for support.
- People: BSMHFT sexual safety working group are working with the HR Team to ensure that the Sexual Safety Policy will detail clear guidance for all staff on how/who to report incidents and signposting for support.
- Leadership :BSMHFT is currently working on extending the role of the Lead Nurse for Domestic Abuse to include sexual violence to strengthen leadership in this area.

The afore mentioned points are areas of work which require ongoing work and our works teams will support full compliance with all 10 points of the sexual safety charter by the naew financial year 2025/2026.

**5. Has the trust's compliance with the charter been assessed or audited by NHS England? Please answer yes or no.**

No

**5.1 If yes, what were the findings of that assessment or audit? Was the trust deemed to be fully compliant, partially compliant or not compliant?**

N/A – please refer to the response provided in question 5.

**5.2 If yes, when was the assessment or audit carried out and when did the trust receive its findings?**

N/A – please refer to the response provided in question 5.

**6. Has the trust undertaken any internal audits or assessments of its compliance with the sexual safety charter? Please answer yes or no.**

No

**6.1 If yes, what were the findings of this assessment or audit?**

N/A – please refer to the response provided in question 6.

**6.2 If no, does the trust have plans to conduct an audit or assessment of compliance?**

The Trust is waiting for further guidance from NHS England on self-assessment.

**6.3 If you answered yes to 6.2, when does the trust plan to conduct this assessment or audit of compliance?**

N/A – please refer to the response provided in question 6.2.

**7. Does the trust keep centralised records of child abuse committed on the trust premises?  
Please answer yes, or no?**

Yes

**8. Which incident and risk reporting system does the trust use to record sexual unwanted, inappropriate and/or harmful sexual behaviour? (For example, Datix or Ulysses.)**

The Trust uses Ulysses

**8. Has the trust appointed a domestic abuse and sexual violence (DASV) lead? Please answer yes or no.**

Yes, there is an established Domestic Abuse Lead, BSMHFT are in the process of extending this role to a Sexual Violence Lead.