

Date: 19/01/2022

FREEDOM OF INFORMATION REQUEST FOI/016003 - Sexual harassment and misconduct in the workplace

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.

Harassment (generally) is covered in Equality & Diversity training as per national requirements and all staff have to do this training.

Human Resources deliver Managing Employee Problems Training and Conduct Training.

Managers are expected to undertake this training, or they cannot be involved in formal processes. These programmes include dignity at work and the underlying principles and process for managing harassment, bullying and misconduct in the workplace.

T

here is also a 'Managers Essentials Programme' which is delivered by both the Learning & Development Team and Human Resources which covers these areas.

The training is promoted on the Trust's Hub and the Operational Human Resources Team communicate through usual channels (e.g. Trust bulletin called In the Know) and attendance at divisional service meetings