We are signed up to the NHS Sexual Safety Charter

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We are committed to providing all staff within the organisation, and visitors, with a safe and secure environment when working for us. Together with partners across the system we are signed up to NHS England's first ever Sexual Safety Charter.

In 2023, NHS England launched a Sexual Safety Charter in collaboration with key partners across the healthcare system. Signatories to this charter, of which we are signed up to as an organisation, commit to taking and enforcing a zero-tolerance approach to any unwanted, inappropriate and/or harmful sexual behaviours within the workplace. We commit to the following principles and actions to achieve this:

We will actively work to eradicate sexual harassment and abuse in the workplace.

1. We will promote a culture that fosters openness and transparency, and does not tolerate unwanted, harmful and/or inappropriate sexual behaviours.
2. 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.
3. We will provide appropriate support for those in our workforce who experience unwanted, inappropriate and/or harmful sexual behaviours.
4. We will clearly communicate standards of behaviour. This includes expected action for those who witness inappropriate, unwanted and/or harmful sexual behaviour.
5. We will ensure appropriate, specific, and clear policies are in place. They will include appropriate and timely action against alleged perpetrators.

6. We will ensure appropriate, specific, and clear training is in place.
7. We will ensure appropriate reporting mechanisms are in place for those experiencing these behaviours.
8. We will take all reports seriously and appropriate and timely action will be taken in all cases.
9. We will capture and share data on prevalence and staff experience transparently.
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No to inappropriate jokes
No to feeling unsafe
No to being made to feel uncomfortable

Our Promise

We are committed to ensuring that **everyone who enters our practice feels safe, respected, listened to, and protected**. Sexual safety is everyone's responsibility, and we will continue to uphold the highest standards of care, professionalism, and accountability.

Support

Support available if you are affected by sexual misconduct, harassment, abuse or violence.

Help after rape and sexual assault

The NHS website provides helpful information about where to find support if you have experienced sexual assault and/or violence.

ACAS

Helpline for anyone experiencing workplace-related issues including sexual harassment.

24/7 Rape and Sexual Abuse Support Line

This 24/7 helpline can provide immediate support if you have experienced sexual misconduct.

Galop

Galop supports LBGT+ people who have experienced abuse and violence.This 24/7 helpline that can provide immediate support if you have experienced sexual misconduct.

Survivors UK

SurvivorsUK supports male and non-binary survivors of sexual violence, providing counselling, practical help and community on your healing journey.

Victim Support

Victim Support provides independent, free and confidential advice to victims of crime.

Equality and Human Rights Commission

Technical guidance on sexual harassment and other forms of harassment at work.

Information Commissioner's Office

For information and advice on data protection.

Protect

Free, confidential whistleblowing advice.

TUC

TUC represents affiliated trade unions.

The TUC website provides guidance on workplace issues for workers and union representatives and has a trade union finder tool for those considering joining a trade union.

General Medical Council: what to do if you think you have been subject to sexual misconduct by a doctor

A resource for patients and colleagues.

A list of support services on the Government's website

For victims of sexual violence and abuse.

National people sexual misconduct policy framework

(NHS England)

Sexual assault referral centres (SARCs)

Offer medical, practical and emotional support to anyone who has been raped, sexually assaulted or abused. SARCs have specially trained doctors, nurses and support workers.

Sexual harassment at work advice – Rights of Women

Rights of Women have free legal advice lines for women who have experienced domestic abuse, sexual violence and sexual harassment at work.

HM Government website

The HM Government website provides a list of support services for anyone who has experienced sexual violence and abuse.

Call 0808 500 2222. They can also arrange access to an independent sexual violence advisor, as well as referrals to mental health support and voluntary sector sexual violence support services.

If you're struggling and need someone to talk to, you can also contact: Samaritans and LGBT Foundation.

Rape Crisis England and Wales

This 24/7 helpline can provide immediate support if you have experienced sexual misconduct.

Further information is available on their rape crisis advice page 'supporting a survivor'.

The Survivors Trust

The Survivors Trust has 120 member organisations based in the UK and Ireland which provide specialist support for women, men and children who have survived rape, sexual violence or childhood sexual abuse.

The Survivors Trust also has a free, confidential national helpline 0808 801 0818 or text: 07860 022 956 and a separate survivor resources website at tstresources.org/.

Citizens Advice

Citizens Advice provide information about your legal rights in the workplace if you are experiencing sexual harassment.

Equality Advisory and Support Service

Helpline to advise on issues related to equality and human rights.

Law Works

To find free advice, representation, and online resources.

Recruitment and Employment Confederation

For information on recruitment practices and standards, including agency workers' rights.

Surviving in Scrubs

Surviving in Scrubs provide support, share survivor stories and campaign to end sexism, harassment and sexual assault in the healthcare workforce.

Health and Care Professions Council

Sexual safety hub provides help and guidance about making a report to that organisation.

Getting help for domestic violence and abuse

The NHS website provides practical advice and help to recognise the signs and where to get help.

NHS England sexual misconduct policy