

Date published: 4 September, 2023

Date last updated: 15 September, 2023

Sexual safety in healthcare – organisational charter

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Those who work, train and learn within the healthcare system have the right to be safe and feel supported at work.

Organisations across the healthcare system need to work together and individually to tackle unwanted, inappropriate and/or harmful sexual behaviour in the workplace.

We all have a responsibility to ourselves and our colleagues and must act if we witness these behaviours.

As signatories to this charter, we commit to a zero-tolerance approach to any unwanted, inappropriate and/or harmful sexual behaviours towards our workforce. We commit to the following principles and actions to achieve this:

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.

These commitments will apply to everyone in our organisation equally.

Where any of the above is not currently in place, we commit to work towards ensuring it is in place by **July 2024**.

To sign up to the charter and for more information on the national domestic abuse and sexual violence work programme, please email england.domesticabusesexualviolence@nhs.net (<mailto:england.domesticabusesexualviolence@nhs.net>).

Organisations that have signed the charter

1. Association of Ambulance Chief Executives
2. Association of Anaesthetists
3. Cumbria, Northumberland and Tyne and Wear NHS Foundation Trust
4. County Durham and Darlington NHS Foundation Trust
5. Faculty of Intensive Care Medicine – Member of Academy of Medical Royal Colleges
6. Gateshead NHS Foundation Trust
7. Hospitals NHS Foundation Trust
8. Health Services Safety Investigations Body
9. Kent and Medway NHS and Social Care Partnership Trust
10. Liverpool Women's NHS Foundation Trust
11. Mid Yorkshire Teaching NHS Trust
12. Newcastle upon Tyne Hospitals NHS Foundation Trust
13. NHS Employers
14. NHS England
15. North Bristol NHS Trust
16. North Cumbria Integrated Care NHS Foundation Trust
17. North East Ambulance Service
18. North East and North Cumbria Integrated Care Board
19. Northumbria NHS Foundation Trust
20. North Tees and Hartlepool NHS Foundation Trust
21. North Tees and Hartlepool NHS Foundation Trust
22. Royal College of Anaesthetists
23. Royal College of General Practitioners

24. Royal College of Nursing
25. Royal College of Obstetricians and Gynaecologists
26. Royal College of Paediatrics and Child Health
27. Royal College of Physicians
28. Royal College of Physicians of Edinburgh
29. Royal College of Psychiatrists
30. Royal College of Surgeons of England
31. South Central Ambulance Service
32. South Tees Hospitals NHS Foundation Trust
33. Sunderland and South Tyneside NHS Foundation Trust
34. Tees Esk and Wear NHS Foundation Trust
35. The Royal College of Surgeons of Edinburgh
36. The University of Manchester (Faculty of Biology, Medicine and Health)
37. University Hospitals of Derby and Burton NHS Foundation Trust
38. West Midlands Ambulance Service University NHS Foundation Trust
39. York and Scarborough Teaching Hospitals NHS Foundation Trust

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