

Appendix 1.

In recent months you may have seen reports of sexual assault, harassment and abuse in the NHS.

There is absolutely no place for this behaviour or any other kind of abuse within the NHS and we must not allow it to be tolerated.

At a national level, Health Boards and Trusts are undertaking a review to ensure that we have the appropriate policies in place that identify prevention, support and training in order to work towards the eradication of sexual assault, harassment and abuse in the NHS. As a health board, we are actively engaging in this work.

For anyone who has experienced sexual assault, harassment or abuse at work, it is an extremely distressing and isolating experience, and so we must do everything in our power to ensure our staff feel able to speak up and have absolute confidence that they will be listened to and given the support they need when they do.

It is crucial that all our staff know where to access support and how to report an incident of sexual assault, harassment or abuse if it is experienced, witnessed or you become concerned about a colleague or patient.

Sexual assault, harassment and abuse can include many things, such as: (list not exhaustive)

- sexual comments or jokes
- unwanted touching or kissing
- showing sexual pictures
- staring at someone in a sexual way
- asking personal questions about someone's sex life
- sexual assault or rape

If you want to speak with someone you can contact your line manager, the safeguarding team, Peoples Services or leave a message via our "Our Voice portal": [Raising Concerns and Speaking Up Safely](#)