



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd
Addysgu Powys
Powys Teaching
Health Board

Information Governance Team
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Bronllys Hospital
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Brecon
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Our ref: IG/FOI/FOI.249.26

13 July 2026

Sent via email to: [REDACTED]

Dear [REDACTED]

Request under the Freedom of Information Act 2000

I write further to your request for information which was received on 23 June 2026, to confirm, in accordance with S.1(1)(a) of the Freedom of Information Act 2000, that Powys Teaching Health Board (PTHB) does hold the information that you require. For ease of reference your request is set out below and the Health Board's response follows each question individually.

Your Freedom of Information (FOI) Request and Powys Response (Bold):

I am writing to request the following information held by the organisation under the Freedom of Information Act 2000:

Q1. A copy of the organisation's current policy or policies relating to sexual misconduct and/or sexual harassment - **Please find attached FOI.249.26. Attachment 1. All Wales Anti-Sexual Harassment Policy.**

Q2. Copies of any records, reports, meeting minutes, policy review documents, or other documentation showing changes, updates, reviews, or amendments made to these policies since 26 October 2024, when the Worker Protection (Amendment of Equality Act 2010) Act 2023 came into effect - **The All-Wales Anti-Sexual Harassment Policy was agreed through the Welsh Partnership Forum in September 2025. Powys Teaching Health Board (PTHB) adopted the policy through the People and Culture Policy Review Group on 8 October 2025, and it was published to the organisation on 31 October 2025. There have been no subsequent changes, updates, reviews or amendments to the policy since its local adoption. As this is an All-Wales policy, any future policy review or amendment would take place through the appropriate national policy governance arrangements.**

In addition, PTHB has developed a local toolkit to support the application of the policy within the organisation. The toolkit was

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Tŷ Glasbury, Ysbyty Bronllys,
Aberhonddu, Powys LD3 0LU
Ffôn: 01874 711661

Headquarters
Glasbury House, Bronllys Hospital
Brecon, Powys LD3 0LU
Tel: 01874 711661

approved through the People and Culture Policy Review Group on 8 April 2026. Please find enclosed FOI.249.26 Attachment 2. Local Toolkit.

Q3. Copies of any records showing how these policies have been communicated or promoted to staff since 26 October 2024, including (but not limited to) staff communications, training materials, intranet announcements, awareness campaigns, guidance documents, or briefing materials - **On the 15 January 2025 whilst awaiting the national policy, the organisation published a position statement via the intranet with details on how to raise concerns. Please find attached FOI.249.26 Attachment 3. Appendix 1 which sets out the narrative of this statement.**

The All-Wales Anti-Sexual Harassment Policy was published to staff via the intranet on 31 October 2025 and was promoted via the all-staff Team Focus December 2025 issue. Please find attached FOI.249.26 Attachment 4. PTHB Team Focus, DECEMBER 2025. The local implementation toolkit was published to staff via the intranet on 15 June 2026. Please find attached FOI.249.26 Attachment 5. Anti-Sexual Harassment.

A national e-learning module has been made available to support staff awareness and understanding of the policy principles. This was made available in November 2025. An awareness session was delivered to the Safeguarding Operational Leads Group on the 26 February 2026. This group includes senior managers, and team leads from across the organisation. There was a further update session provided to the group in May. Updates have also been provided through relevant organisational senior management groups on various occasions.

Q4. Details of the policies, procedures, reporting channels, and guidance available to staff for reporting sexual misconduct or harassment, including any mechanisms that allow reports to be made anonymously or confidentially - **The attached All Wales Anti-Sexual Harassment Policy and the local implementation toolkit set out the routes available to staff for raising concerns or making a report in relation to sexual misconduct or harassment. Staff may also raise concerns through the Speaking Up Safely portal, which is available via the intranet. This includes an option for concerns to be raised anonymously.**

If you are dissatisfied with the handling or response to your request, you have the right to ask for an internal review. Should you wish an internal review, please quote the reference number and send your correspondence to the above address.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Address: Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH.
Telephone: 0330 414 6421

Complaints Portal: www.ico.org.uk/foicomplaints

Web site: <https://ico.org.uk/>

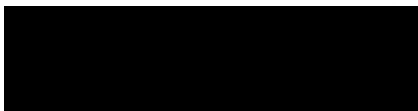
Re-use of Public Sector Information

All information supplied by the Health Board in answering a request for information (RFI) under the Freedom of Information Act 2000 will be subject to the terms of the Re-use of Public Sector Information Regulations 2015.

Under the terms of the Regulations, the Health Board will licence the re-use of any or all information supplied if being used in a form and for the purpose other than which it was originally supplied. This license for re-use will be in line with the requirements of the Regulations and the licensing terms and fees as laid down by the Office of Public Sector Information (OPSI). Most licenses will be free; however, the Health Board reserves the right, in certain circumstances to charge a fee for the re-use of some information which it deems to be of commercial value.

Further information including a sample license terms and fees can be found at Open Government Licence.

Yours sincerely



Mark McIntyre
Deputy Director for People and Culture

Rydym yn croesawu derbyn gohebiaeth yng Nghymraeg. Byddwn yn ateb y fath ohebiaeth yng Nghymraeg ac ni fydd hyn yn arwain at oedi.

We welcome receiving correspondence in Welsh. We will reply to such correspondence in Welsh and this will not lead to a delay.