

Freedom of Information Request

Ref: 21-665

23 December 2021

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

Does your trust provide any training or professional development about being an active bystander in response to sexual harassment and misconduct in the workplace context.

Not at present

If this training is available, please can you provide information on:

1. whether this training is mandatory or elective;

Not applicable

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

Not applicable

3. where available, the number or percentage of your staff who have completed this training and/or education.

Not applicable

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.

Within Organisational Development we will be developing new resources in the coming months to expand the remit of the Supporting Positive Behaviours framework to include a specific resource for bystanders due by end of April 2022. This will be a guide designed to help someone to understand the impacts on them and the challenges of witnessing negative behaviours; providing practical advice on what steps to take, and what support is available.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Director of Corporate Governance
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

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: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust