

Freedom of Information Request

Ref: 24-936

3 January 2025

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

Under the Freedom of Information Act 2000, please provide me with the following information about the trust's compliance with the NHS sexual safety charter.

The trust is a signatory to the charter.

<https://www.england.nhs.uk/long-read/sexual-safety-in-healthcare-organisational-charter/>

All signatories to the charter, including your trust, “commit to a zero-tolerance approach to any unwanted, inappropriate and/or harmful sexual behaviours towards our workforce.”

Where there are gaps in your records that limit the information you can provide please explain these in response to the relevant question.

If you cannot reasonably provide a full response within the time limits in the FOIA, please advise me asap as to how I might refine my request.

In order to assist you, the trust's domestic abuse and sexual violence (DASV) lead should know the answers to these questions.

Questions:

1. Has the trust received written advice or guidance from NHS England setting out how to comply with the NHS sexual safety charter? Please answer yes or no.

Yes

1.1 If yes, please set out what advice or guidance NHS England provided, or provide a copy of it.

We follow the guidance provided on the following link: [NHS England » Sexual safety in healthcare – organisational charter](#)

2. Point 10 of the NHS sexual safety charter states: “We will capture and share data on prevalence and staff experience transparently.” If you answered yes to question 1, has NHS England provided written advice or guidance as to how the trust should record the prevalence of unwanted, inappropriate and/or harmful sexual behaviour in order to comply with point 10 of the charter? Please answer yes or no.

No.

2.1 If yes, please set out what advice or guidance NHS England has provided, or provide a copy of it. Specifically, please clarify whether this guidance prescribes what sexual harm data the trust should record, and how to record it? For example, does it stipulate that the trusts should record specific categories of sexual harm, such as patient-on-staff or staff-on-patient incidents? If so, please provide details.

Not applicable

3. If the trust has received no guidance from NHS England as to how to record the prevalence of unwanted, inappropriate and/or harmful sexual behaviour, how does the trust currently record these incidents?

The Trust records this on its Datix system. We also record on our case management system if an issue has been raised to the Human Resources department.

3.1 Does the trust record and centrally collate all types of sexual safety incidents? Please answer yes or no.

All ‘known’ incidents are recorded.

3.2. Which of the following categories of incidents does the trust record and centrally collate. Please answer yes or no:

- Patient-on-staff incidents – yes
- Staff-on-staff incidents – yes
- Patient-on-patient incidents – yes
- Staff-on-staff incidents – yes
- Visitor-on-staff incidents - yes
- Visitor-on-patient incidents - yes
- Patient-on-visitor incidents - yes
- Staff-on-visitor incidents - yes

3.3 Does the trust record any other categories of incidents, such as incidents perpetrated by members of the public? If so, please provide details of these categories.

Person affected options include:

Incident affecting Patient(s)

Incident affecting staff

Incident affecting visitor, contractor member of the public

Incident affecting the organisation

We also have a 'People involved' section where 'type of person' is requested – see list below

Patient

Employee

Bank or Agency Staff

Student

UHB Apprentice

Volunteer

Member of the Public

Contractor

Work Experience

4. Is the trust fully compliant with all 10 points of the sexual safety charter?

Not applicable – several elements of the charter are cultural and non-measurable.

4.1. If yes, when did the trust become fully compliant?

Not applicable

4.2 If no, what points of the charter has the trust yet to comply with; and when does the trust expect to become fully compliant with the charter?

We have a robust plan in place for actions 2, 3 and 8 of the charter to help us achieve our ongoing commitment to the sexual safety in health care charter, through our pro-equity work, divisional action plans and our managing violence and aggression committee.

5. Has the trust's compliance with the charter been assessed or audited by NHS England? Please answer yes or no.

No

5.1 If yes, what were the findings of that assessment or audit? Was the trust deemed to be fully compliant, partially compliant or not compliant?

Not applicable

5.2 If yes, when was the assessment or audit carried out and when did the trust receive its findings?

Not applicable

6. Has the trust undertaken any internal audits or assessments of its compliance with the sexual safety charter? Please answer yes or no.

No

6.1 If yes, what were the findings of this assessment or audit?

Not applicable

6.2 If no, does the trust have plans to conduct an audit or assessment of compliance?

No - we are continuously reviewing as referenced in our response to question 4.2

6.3 If you answered yes to 6.2, when does the trust plan to conduct this assessment or audit of compliance?

Not applicable

7. Does the trust keep centralised records of child abuse committed on the trust premises? Please answer yes or no

Yes, within the safeguarding team.

8. Which incident and risk reporting system does the trust use to record sexual unwanted, inappropriate and/or harmful sexual behaviour? (For example, Datix or Ulysses.)

Datix

9. Has the trust appointed a domestic abuse and sexual violence (DASV) lead? Please answer yes or no.

Yes

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:

Data Protection Officer
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