

FOI REF: 21/677

21<sup>st</sup> January 2022

Eastbourne District General Hospital

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## FREEDOM OF INFORMATION ACT

I am responding to your request for information under the Freedom of Information Act. The answers to your specific questions are as follows:

**I am writing to you under the Freedom of Information Act 2000 in order to determine whether your trust provides any training or professional development about being an active bystander in response to sexual harassment and misconduct in the workplace context.**

**Clarification was sought with regard to your definition of 'active bystander in response to sexual harassment and misconduct in the workplace context' and confirmation was received as follows:**

*In answer to your question the following definitions are being used:*

- 1) ***Sexual Harassment: any unwanted sexual advances, request for sexual favours or any other verbal or physical behaviour/gestures of a sexual nature.***
- 2) ***Active Bystander Training : education geared towards identifying inappropriate behaviour and empowering individuals to safely intervene/challenge this behaviour.***
- 3) ***Workplace context: this speaks to the setting of colleague to colleague interactions.***

***Please note that we are specifically asking about the Trust's provision of active bystander training to intervene in cases of witnessed or experienced sexual misconduct while at work.***

**East Sussex Healthcare NHS Trust does not provide active bystander training.**

**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; and**

Not applicable.

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

Not applicable.

4. **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.**

The Trust offers courageous conversations which provides colleagues with confidence and skills to raise concerns to speak up and to deal with difficult situations.

The Trust's Freedom to Speak Up Guardians (FTSUG) support staff who may raise concerns regarding perceived behaviour and conduct including sexual harassment and we record cases. We support staff to raise any conduct issues and also staff have and do send a datix which has a range of drop down boxes to cover violence and aggression and harassment. Any such serious concerns would be raised if via FTSUG to appropriate Managers and support given and due process with Human Resource and other agencies. Sexual harassment is unlawful.

If I can be of any further assistance, please do not hesitate to contact me.

Should you be dissatisfied with the Trust's response to your request, please write to the Freedom of Information Department ([esh-tr.foi@nhs.net](mailto:esh-tr.foi@nhs.net)), quoting the above reference.

Yours sincerely

Linda Thornhill (Mrs)  
Corporate Governance Manager  
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