



Staffordshire and
Stoke-on-Trent
Integrated Care Board

Sexual Safety Organisational Charter

NHS Staffordshire and Stoke-on-Trent Integrated Care Board

Staffordshire and Stoke-on-Trent Integrated Care Board has signed up to NHS England's first ever sexual safety organisational charter.

The charter – the first of its kind – was launched last September in collaboration with key partners across the healthcare system and comprises ten commitments.

Signatories to the charter commit to taking and enforcing a zero-tolerance approach to unwanted, inappropriate and/or harmful sexual behaviours within the workplace. Signatories to the charter are expected to implement all ten commitments by July 2024.

The ten commitments are:

1. We will actively work to eradicate sexual harassment and abuse in the workplace.
2. We will promote a culture that fosters openness and transparency, and does not tolerate unwanted, harmful and/or inappropriate sexual behaviours.
3. We will take an intersectional approach to the sexual safety of our workforce, recognising certain groups will experience sexual harassment and abuse at a disproportionate rate.
4. We will provide appropriate support for those in our workforce who experience unwanted, inappropriate and/or harmful sexual behaviours.
5. We will clearly communicate standards of behaviour. This includes expected action for those who witness inappropriate, unwanted and/or harmful sexual behaviour.
6. We will ensure appropriate, specific, and clear policies are in place. They will include appropriate and timely action against alleged perpetrators.
7. We will ensure appropriate, specific, and clear training is in place.
8. We will ensure appropriate reporting mechanisms are in place for those experiencing these behaviours.
9. We will take all reports seriously and appropriate and timely action will be taken in all cases.
10. We will capture and share data on prevalence and staff experience transparently.

These commitments will apply to everyone in our organisation equally.

Where any of the above is not currently in place, we commit to work towards ensuring it is in place by **July 2024**.

You can read more about the sexual safety organisational charter on the [NHS England website](#).