



Trust Headquarters
Nexus House
Gatwick Road
Crawley
West Sussex
RH10 9BG

Tel: 0300 123 0999
www.secamb.nhs.uk

23rd May 2022

Email:

Dear,

I am writing in response to your enquiry under the Freedom of Information Act 2000 (FOIA) reference FOI 220505.

You requested the following information, please also see our response below:

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.

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

1. whether this training is mandatory or elective.

Equality and diversity training is mandatory for all employees refreshed every three years. The training delivered by eLearning includes challenging prejudice and discrimination. Learners are encouraged to think about their role in the situation and consider this in their approach as an active bystander.

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

Still in draft process and subject to change.

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

At present, 60% of employees are compliant with equality & diversity training. The E&D training figure is the percentage of staff that have completed the training by eLearning from 01/05/2019 to 04/04/2022.

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 is currently launching anti-harassment training to support a wider workstream on raising awareness of sexual misconduct in the workplace. This workstream encompasses strengthening existing policies, raising awareness of what constitutes sexual harassment and reporting methods as well as bystander training. It is not yet defined whether the bystander training will be available to all employees as an online resource.

I hope you find this information of some assistance.

If for any reason you are dissatisfied with our response, kindly in the first instance contact Caroline Smart, Head of Information Governance via the following email address:

FOI@secamb.nhs.uk

Yours sincerely

**Freedom of Information Coordinator
South East Coast Ambulance Service NHS Foundation Trust**

