



**London Ambulance Service**  
NHS Trust

# London Social Partnership Forum

Keeping Our NHS Staff Safe: addressing sexual safety, violence and aggression in the workplace



**We are the capital's  
emergency and urgent  
care responders**



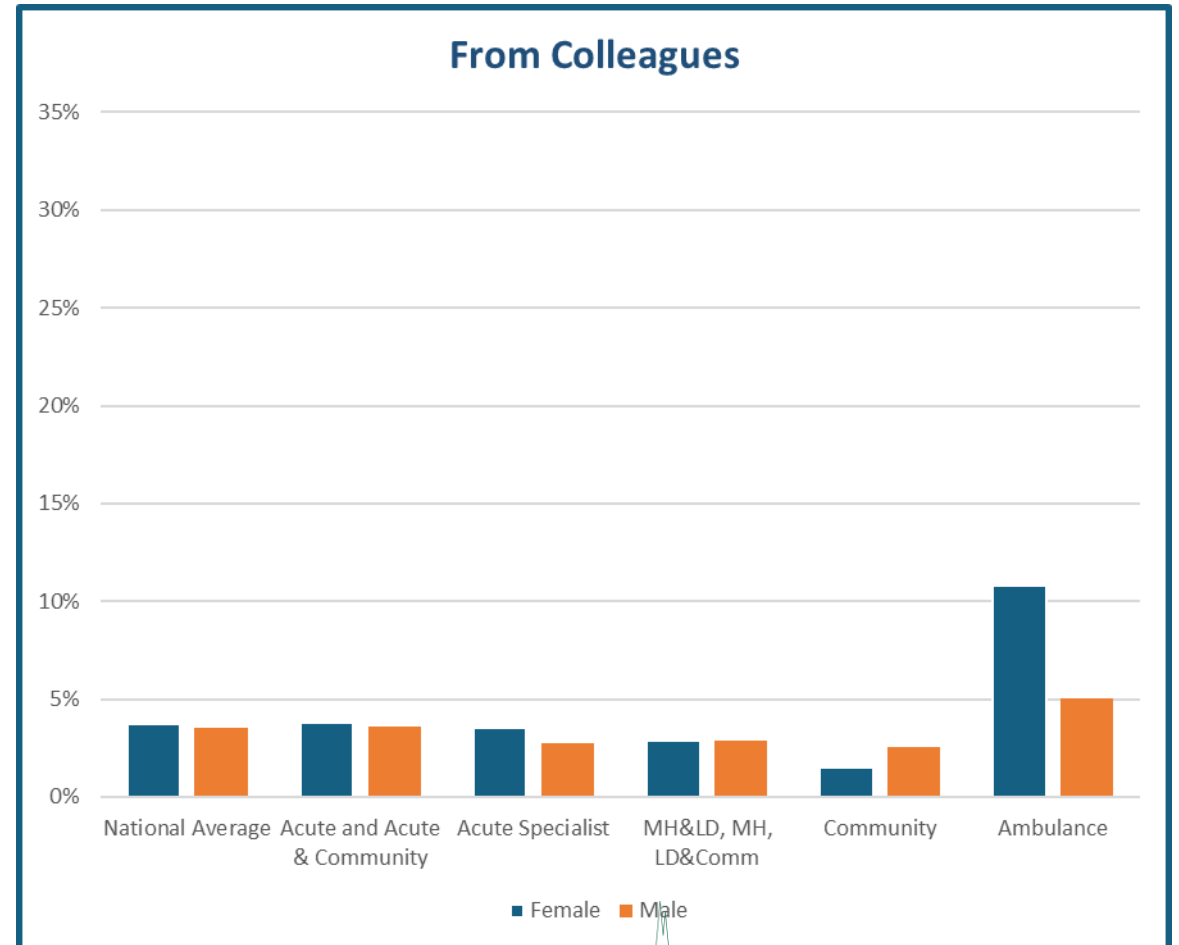
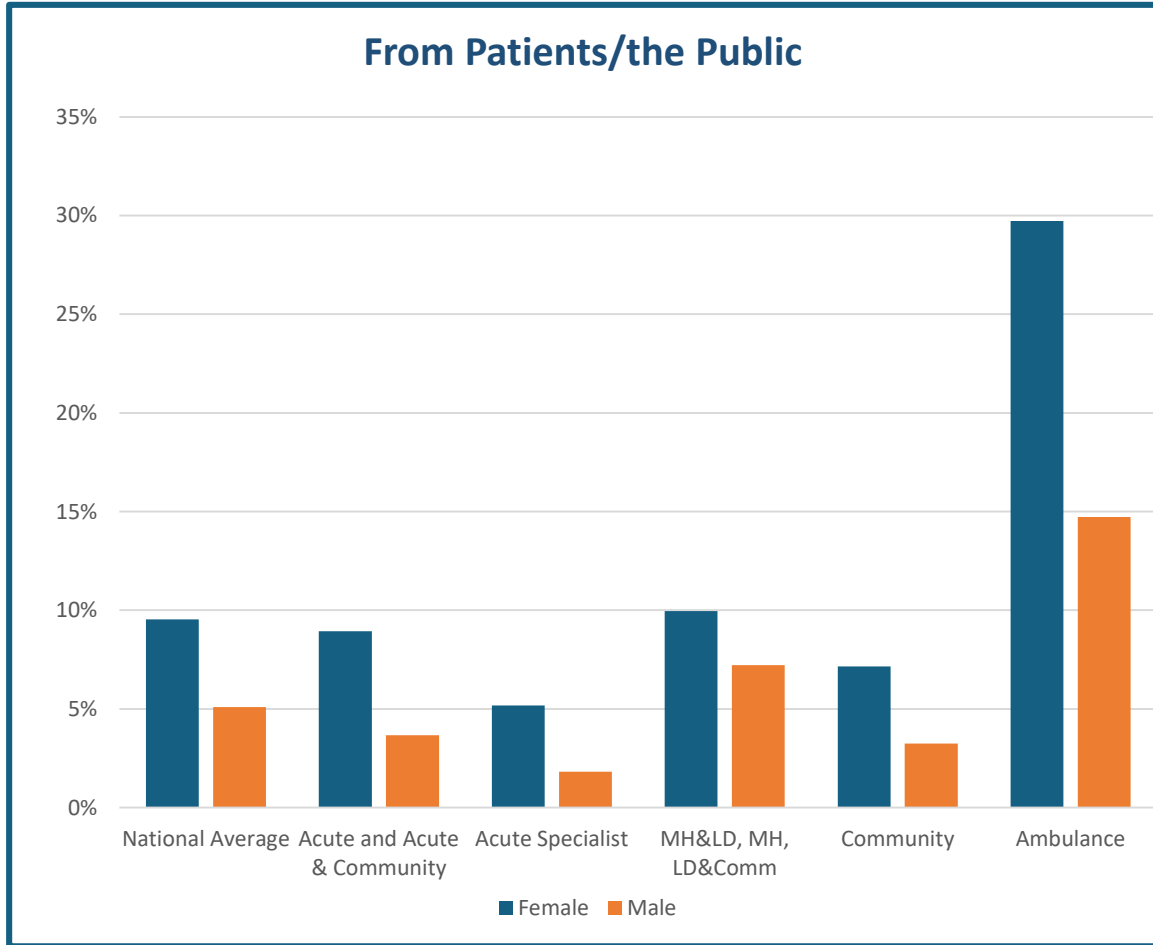




Full slide photos can work very well

# Sexual Safety: What our Staff are telling us

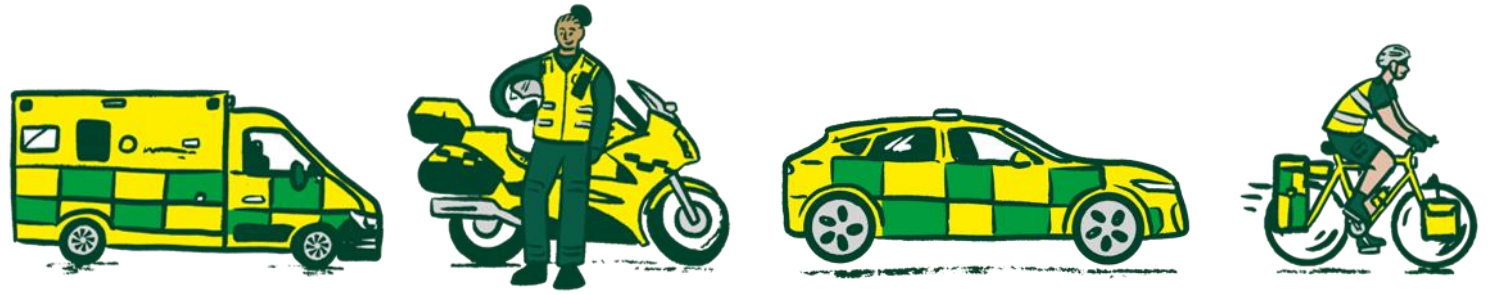
# Ambulance Sector – 2023 Staff Survey



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# Our journey



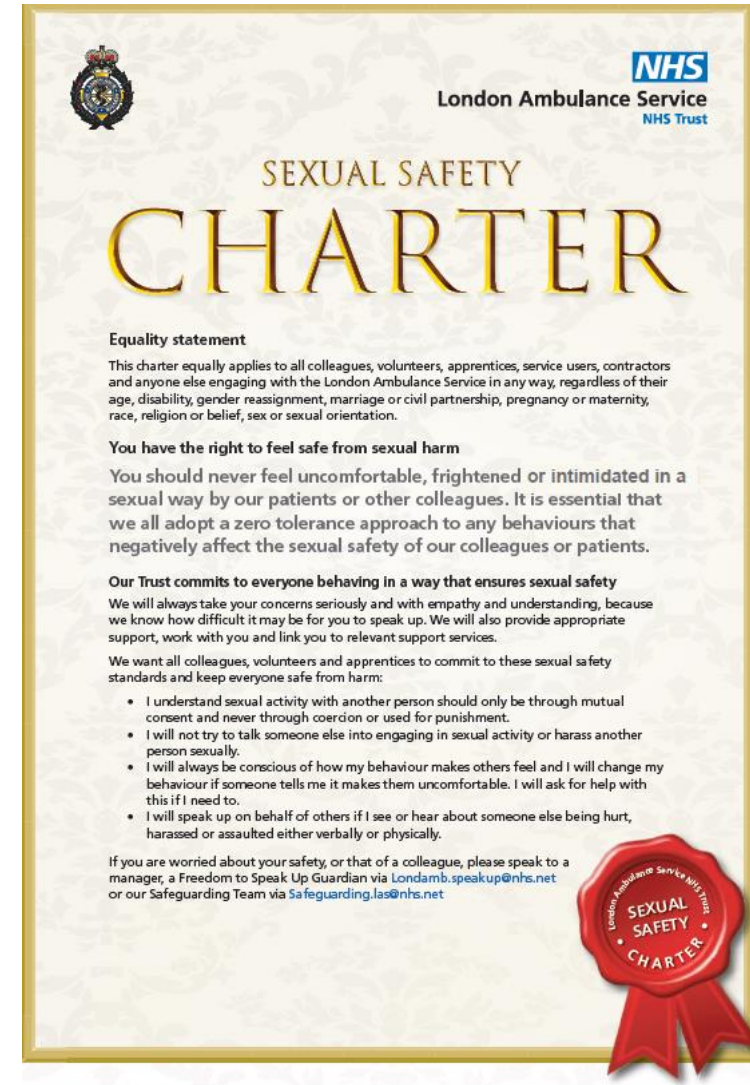
1. The Charter: It's more than a charter – it's a psychological contract
2. Education is key
3. Surge of employee relations activity & zero tolerance stance
4. Importance of independent decision makers to avoid bias
5. Core Objective in 2024 Prevention: Bystander Training
6. Remembering we are on a journey



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# Psychological contract

- Our charter is a *contract* – our ER outcomes refer to that contract being breached.
- It's a charter formed in partnership with our trade unions



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# Education

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**I'M JUST ~~KIDDING~~  
BREAKING THE LAW**

**recognise it.  
report it.**

Caring Respect & Teamwork

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## Sexual Safety

**You have the right to feel safe from sexual harm**

Whether working or volunteering for the London Ambulance Service, you should never feel uncomfortable, frightened or intimidated in a sexual way by patients or other colleagues. The Service is taking a zero tolerance approach to any behaviours that negatively affect the safety of our colleagues. Behaviours that are not acceptable include:

- Verbal and written**
  - Comments of a sexual nature about a person's looks, clothing, body
  - Sexually explicit anecdotes, jokes, banter
  - Requests for sexual favours
  - Spreading rumours about a person's sex life
- Physical**
  - Frequently following a person, standing too close to them
  - Inappropriate touching of a person – massaging, stroking, rubbing
  - Purposely brushing up against someone
  - Unwanted or coercive and intimidating sexual contact
- Non verbal**
  - Looking someone's body up and down
  - Derogatory facial expressions of a sexual nature
  - Whistling or sexual gestures
  - Genital exposure and masturbation
- Visual**
  - Displaying sexually explicit objects and posters of naked people
  - Showing or sending people sexually explicit text messages and images
  - Sharing personal or naked images of an individual

We are committed to supporting anyone who does not feel there is sexual safety at work. We encourage individuals or witnesses to seek help to report any of the above behaviours. You have the commitment of the Trust Board that we will act. If you are worried about your safety or that of a colleague speak to your line manager, a Freedom to Speak Up guardian or our Safeguarding team.

<https://www.nhs.uk/our-services/our-people/our-people/our-people>

Safeguarding

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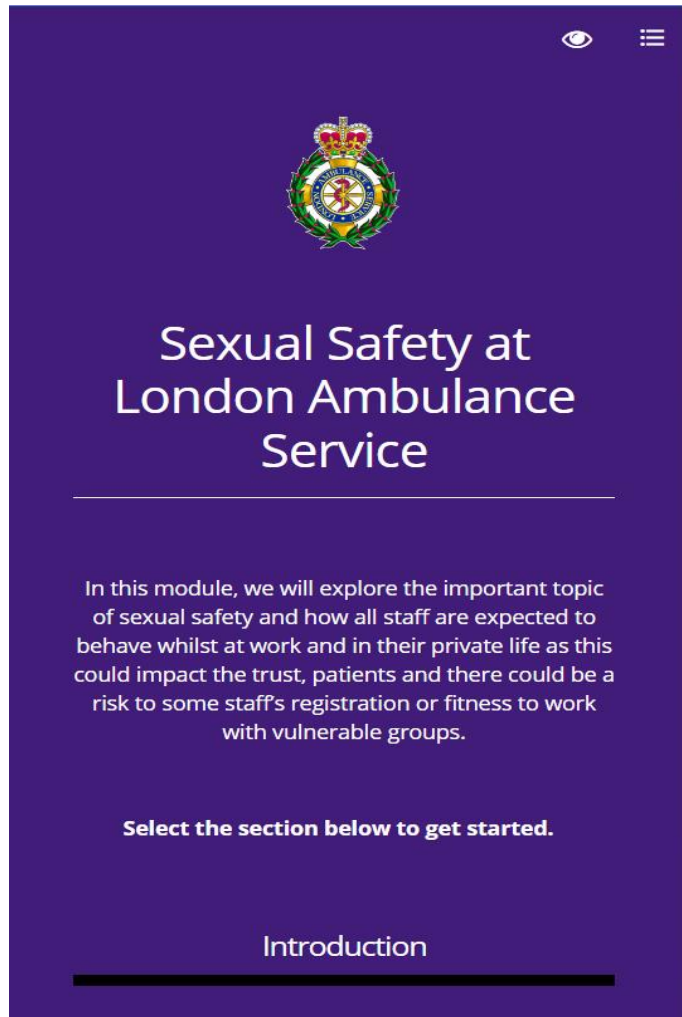
**IT'S ~~JUST BANTER.~~  
SEXUAL HARASSMENT**

**recognise it.  
report it.**



Caring Respect & Teamwork




# Mandatory Sexual Safety Training



The screenshot shows a mobile application interface with a purple background. At the top left is the London Ambulance Service crest. The title 'Sexual Safety at London Ambulance Service' is centered. Below it, a paragraph of text explains the module's content. At the bottom, the word 'Introduction' is highlighted with a white underline.



## Sexual Safety at London Ambulance Service

In this module, we will explore the important topic of sexual safety and how all staff are expected to behave whilst at work and in their private life as this could impact the trust, patients and there could be a risk to some staff's registration or fitness to work with vulnerable groups.

Select the section below to get started.

**Introduction**



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# Surge in ER Activity in LAS

- XX cases reported in 2021/22
  - XX cases reported in 2022/23
  - XX cases reported in 2023/24
  - XX cases reported so far in 2024/25
- 
- Case reporting increase is positive
  - Staff have clear understanding of acceptable behaviours.
  - Zero tolerance doesn't mean dismissals in all cases



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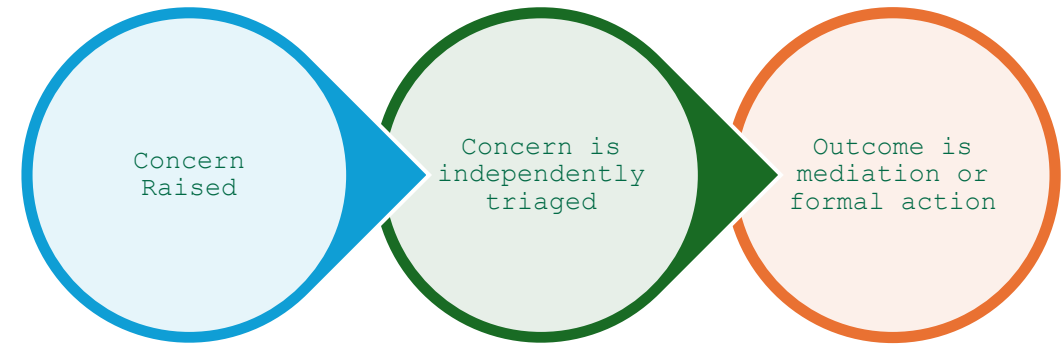


# Importance of independent decision makers to counter likely bias

*“He’s a nice guy”*

*“I don’t believe that, maybe she led him on”*

*“But they were in a relationship previously”*



The decision to take formal action for employee relations at LAS is managed via our resolution hub – which is effectively a point-based triage system that is conducted via a panel independent of the referring service.

**Critical in removing bias and ensuring consistency.**



# Prevention



The capital's emergency and urgent care responders.

- Increasing confidence in reporting is very positive
- However – this is a reactive measure. We don't want to be dependent on this intervention to address this type of behaviour.
- 2024 core intervention is bystander training





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# Bystander Training video

<https://vimeo.com/1002764571/e96e5907f6>



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