

## Board of Directors Item 3.7

**Subject:** Sexual Safety of NHS Staff and Patients  
**Date of Meeting:** 29<sup>th</sup> November 2023  
**Presented by:** Karen Nightingall, Chief People Officer  
**Purpose:** To note

BAF Ref	Impact on BAF
BAF 1	Provide assurance that the Trust has reviewed its safeguarding processes

Level of assurance (please tick one) <i>To be used when the content of the report provides evidence of assurance</i>					
<b>x</b>	<b>Acceptable assurance</b> Controls are suitably designed, with evidence of them being consistently applied and effective in practice	<input type="checkbox"/>	<b>Partial assurance</b> Controls are still maturing – evidence shows that further action is required to improve their effectiveness	<input type="checkbox"/>	<b>Low assurance</b> Evidence indicates poor effectiveness of controls

### 1. Executive Summary

On 23rd June, the Trust received a request from Mr. Steve Russell, Chief Delivery Officer, NHSE to ensure the Trust has systems and processes in place to keep staff safe from sexual assault, harassment, and abuse by taking a systematic zero-tolerance approach in tackling these issues. This paper is to provide assurance to the Board of Directors that a robust review has been done (*refer Appendix 1*)

The letter highlighted that the NHS has seen reports of sexual assault, harassment, and abuse across its services. With over 1.3 million people employed in the NHS, and with about two million contacts with patients every working day, the letter re-enforces that the NHS has a responsibility to protect staff and patients and offer safe spaces and routes for support.

In September, Joanne Shaw, Divisional Head of Nursing and Safeguarding Lead took a paper to the Safeguarding Committee, which set out the trust's response to the letter and the commitment that LHCH is fully signed up to supporting the new work being undertaken across the NHS to tackle sexual safety of NHS staff and patients.

The Board of Directors is asked to note this paper, which provides a high level overview of the actions to be taken following the review.

### 2. Background

In July 2022 NHS England established a Domestic Abuse and Sexual Violence (DASV) Programme to build on our robust safeguarding processes for protecting patients, improve victim

support and focus on early intervention and prevention. The programme will lead and co-ordinate, working with ICBs, to support them to discharge responsibilities including the Serious Violence Duty which, requires organisations, including ICBs, to collaborate locally to prevent and reduce 'serious violence,' which includes domestic abuse and sexual offences.

The DASV team has three priority areas of focus:

- Supporting our staff
- National leadership
- Improving data collection

### **3. Review of LHCH Safeguarding arrangements**

In response to the request for the Trust to review its safeguarding processes, procedures, and policies, a full review has been completed and the actions are in the table below.

<b>Area of Focus</b>	<b>LHCH response</b>
1. Appoint Domestic Abuse and Violence leads: Designate a member of your Executive Team to lead this work, both internally and working with counterparts within your ICBs.	This role is part of the delegated responsibility of Joanne Shaw as the head of safeguarding on behalf of Sue Pemberton Director of Nursing, Safety and Quality. This lead has been notified to <a href="mailto:england.domesticabusesexualviolence@nhs.net">england.domesticabusesexualviolence@nhs.net</a>
2. Review your policies and support	All LHCH policies related to safeguarding have been reviewed in the last twelve months. This year consideration will be given to produce a dedicated sexual safety policy.
3. Sign up to the DASV Future NHS Collaboration Platform for useful resources.	LHCH safeguarding team is registered on the platform and has reviewed the information.

### **4. Conclusion**

A review has been undertaken of all the Trust Safeguarding processes and procedures. There is one action that needs to be completed by the end of November 2023. This is in relation to developing a Trust level sexual safety policy.

For assurance, this policy is under development and will be taken through the policy governance process for ratification.

### **5. Recommendations**

The Board of Directors is asked to note the content of the paper.