

Ref. No: FOI2458  
Date: 23/03/2026  
Subject: NHS sexual safety charter

## REQUEST

In regards to the NHS sexual safety charter:

- 1a. Have all staff been communicated to regarding the NHS sexual safety charter?
- 1b. If so, when and in what form of communication?
- 1c. How often are the staff communicated about the NHS sexual safety charter?
- 2a. Does the Trust have a policy containing the full details of the 10 points of the NHS Sexual safety charter including a breakdown of the specific subsections?
- 2b. If yes, please state which policy this resides in.
- 2c. If yes to 2a, when did this policy become operational?
- 2d. If no to 2a, does the Trust have a policy which shows where the full details of the charter can be found?
- 2e. If yes to 2d, when was this implemented and in which policy.
- 3a. Has the NHS sexual safety charter and its contents been specifically incorporated into Trust staff's mandatory training?
- 3b. If yes, please specify how this has been accomplished.
- 3c. If yes to 3a, when did this commence?
- 4a. How many staff have been disciplined using the NHS sexual safety charter since Trust signed up to it?
- 4b. How many of those disciplined have been dismissed due to the NHS sexual safety charter?
- 4c. What proportion of those dismissed are male?

## RESPONSE

In regards to the NHS sexual safety charter:

**1a. Have all staff been communicated to regarding the NHS sexual safety charter?**

Yes.

**1b. If so, when and in what form of communication?**

An ongoing communication campaign commenced following the launch of the charter in November 2024. Forms of communication included website updates, staff news, EDI week and a social media campaign as well as a launch event for the charter and ongoing staff training and awareness.

**1c. How often are the staff communicated about the NHS sexual safety charter?**

Information is made available periodically with updates throughout the year to continue to raise awareness.

**2a. Does the Trust have a policy containing the full details of the 10 points of the NHS Sexual safety charter including a breakdown of the specific subsections?**

Yes

**2b. If yes, please state which policy this resides in.**

The Trust has a Sexual Safety Charter Policy aligned to the national policy.

**2c. If yes to 2a, when did this policy become operational?**

The Trust has been following principles of the national safety charter since its launch in November 2024

**2d. If no to 2a, does the Trust have a policy which shows where the full details of the charter can be found?**

N/A

**2e. If yes to 2d, when was this implemented and in which policy.**

The Trust has been following principles of the national safety charter since its launch in November 2024

**3a. Has the NHS sexual safety charter and its contents been specifically incorporated into Trust staff's mandatory training?**

Yes

**3b. If yes, please specify how this has been accomplished.**

e-learning is available for staff

**3c. If yes to 3a, when did this commence?**

Following the launch of the charter and additional training has been added as it has been released by NHSE

**4a. How many staff have been disciplined using the NHS sexual safety charter since Trust signed up to it?**

The Sexual Safety Charter is not a compliance or behavioural standard document against which staff would be disciplined.

**4b. How many of those disciplined have been dismissed due to the NHS sexual safety charter?**

The Sexual Safety Charter is not a compliance or behavioural standard document against which staff would be disciplined.

**4c. What proportion of those dismissed are male?**

N/A.