



SEXUAL SAFETY
SUPPORT - STAFF

It's important that all our staff feel sexually safe whilst working for the Trust. Should a sexual safety incident occur, we will try to ensure that you will be offered targeted practical and emotional support, post incident.

Sexual Safety support for staff falls broadly in to 4 categories: Safety, Communication, Practical Support and Emotional Support. When offering Sexual Safety support to colleagues, it's important to remember the following:

- **The person affected by the sexually inappropriate behaviour doesn't complete any of the practical work that need to be done post incident**
- **Ensure the person affected by the sexually inappropriate behaviour is at the centre of any support that is offered and given, they are consulted, and decisions are made with them, not for them**

The sexual safety risks that may be experienced at work are usually low risk, or low level in nature. These may include staring, sexually inappropriate language and comments, opportunistic touch, for example. There is an expectation that sexual safety support will be offered by colleagues, and all of the practical elements of the support will be completed. Please refer to the Sexual Safety Support Guide on how to offer support to people who have experienced sexually inappropriate behaviour at work.

Should a more serious sexual safety incident occur at work, we have specially trained staff who offer very targeted support to the person affected. They will liaise with external agencies and the police, and offer guidance and support to staff teams after the incident. These staff are called Independent Sexual Violence Advisors (ISVAs) and can be contacted via Emma Furlong, who will triage the risk and liaise with staff on how best to proceed with regard to support.

**Please contact Emma Furlong, Independent Sexual Violence Advisor for further information:
emma.furlong@nhs.uk**

SEXUAL SAFETY SUPPORT - STAFF

GUIDE ON HOW
TO OFFER
SUPPORT AFTER
A SEXUAL SAFETY
INCIDENT

SAFETY

If you feel at risk or
sexually unsafe:

Pull/Activate your
alarm

Get to a safe place

PRACTICAL SUPPORT

Complete a RiO
entry

Entry on handover

Verbal handover

Consider reporting
to police

COMMUNICATE

Tell the team, or a
member of staff what's
happened

Ask for some time off
the ward/shift if you
think you need it

EMOTIONAL SUPPORT

We will listen

You will be heard

You will be believed

We will move at your pace

You are in control of what
happens next