

**Reference Number:** FOI202122414  
**From:** Private Individual  
**Date:** 22 December 2021  
**Subject:** training or professional development about being an active bystander in response to sexual harassment and misconduct in the workplace context.

Q1 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:

- a. whether this training is mandatory or elective;
- b. 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
- c. where available, the number or percentage of your staff who have completed this training and/or education.
- d. 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.

- A1
- a. Information not held - The Trust does not currently run any specific training with regard to being an active bystander in response to sexual harassment and misconduct in the workplace context. However, the Trust does have various procedures in which a complaint can be raised either directly or anonymously. The Trust would then assign the appropriate team to investigate and/or the appropriate policy be invoked if required.
  - b. Information not held, as per 1a above
  - c. Information not held, as per 1a above
  - d. The Trust is not actively considering or in the process of implementing this training