



# Understanding Sexual Safety in the Workplace

Daniela Mahapatra, Deputy Director of Legal & Risk Services, recently delivered an online training and awareness session with Bronwen Biddle of the Welsh Ambulance Services Trust, on Understanding Sexual Safety in the Workplace. This covered:

- New legislation coming in 2024 under the Worker Protection (Amendment of Quality Act 2010) Act 2023, placing a preventative duty on employers to protect employees from sexual harassment.
- Rethinking (and unlearning) how we manage risk.
- Why it matters and why we can't talk about sexual safety without understanding misogyny.
- What preventative action looks like.
- The legal ramifications and opportunities for learning.

Following on from the session, a new Teams channel is being set up for those who want to take this work forward, to keep the conversation going and to find ways to make the NHS policies work for those who want to raise concerns and to support those who are accused of these behaviours.

The session was attended by approx. 150 people from various NHS Wales organisations, the Fire Service and health organisations from NHS England. Representatives from the HCPC and the NMC were also present and joined in the discussion.

The feedback has been very positive. Here are a few examples:

*"Great session. Would like to see sign up and commitment at an All-Wales level to champion this important work."*

*"Very informative session, thoughtful and inclusive approach taken in delivering the training content. The facilitators created a safe and open environment, allowing for meaningful discussions and addressing sensitive topics with tact and professionalism."*

*"Bron and Daniela are superb presenters. I appreciated that the session wasn't recorded due to the sensitive nature of the subject. It was encouraging to learn about the work which is being undertaken in the Welsh Ambulance Service, and the work which is in development. Thank you for the excellent event."*

*"Very informative and learnt a lot in the short time, this is one of the best courses I have attended in a while and would recommend this to my colleagues in St John"*