

# Sexual Harassment 'Cut It Out'

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Growing our  
Great Community



# Sexual Harassment - Cut It Out

NHS  
Greater Glasgow  
and Clyde

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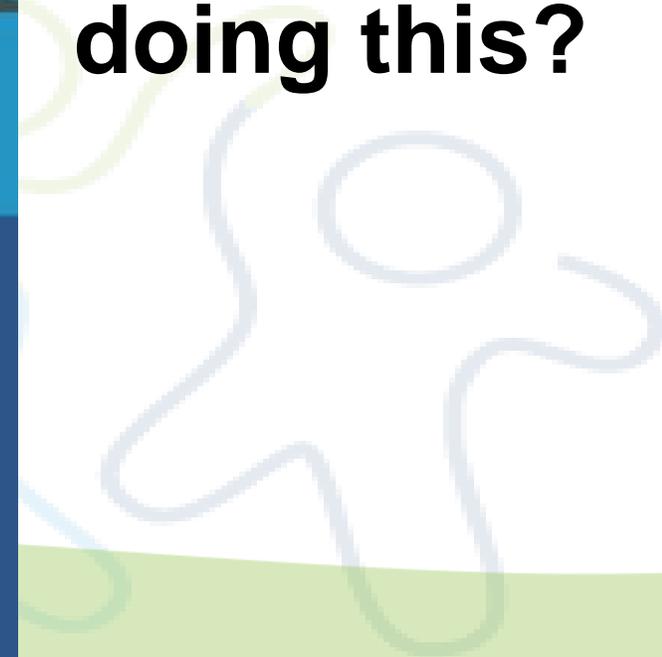


Across the UK, **90%** of women and **81%** of men have witnessed some form of sexual harassment in their workplace.

## Not in my NHSGGC!

If you have experienced or are experiencing sexual harassment, or if you witness it, please **Speak Up!** and help us **Cut it Out!**

Why are we doing this?



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A report was completed by the Royal Surgical Colleges across the UK and found that from 1434 staff surveyed, two thirds of women and a quarter of men had been the target of sexual harassment.

[Breaking The Silence Addressing Sexual Misconduct In Healthcare.pdf](#)

[wpsms.org.uk](http://wpsms.org.uk) Page 5 section 8

NHSGGC Board and Senior Leaders have decided to take positive action to address this

The 'Cut It Out' initiative was created to inform and develop staff as well as change behaviours

# Overview

Today's session will

- Give you an overview of the Sexual Harassment – Cut It Out webinar
  - The webinar is aimed at Leaders in a Clinical environment, however is open to all staff
- Suggest resources to help you be proactive in our Zero Tolerance approach
- Allow you to participate through a case study

# Message from Anne Macpherson....

"As healthcare professionals, we have a fundamental duty to uphold the highest standards of patient care and colleague respect. Harassment and sexual harassment have no place within the NHS, and they can have devastating consequences for both the victim and the wider team. This training session is not just about ticking a box; it's about creating a safe and inclusive environment where everyone feels valued and respected. Together, we can build a culture of zero tolerance, where unacceptable behavior is challenged and eradicated. We owe it to ourselves, our colleagues, and the patients we serve"



Anne Macpherson  
HR Director

# Cutting it Out.....

NHSGGC has a Zero Tolerance on....



NHSGGC has zero tolerance for:	We are an organisation which:
Offensive jokes, banter and comments, including the use of sexualised language	Operates in accordance with our values, embedding our behaviours and actions in NHSGGC values of care and compassion dignity and respect openness, honesty and responsibility, quality and teamwork
Unwelcome sexual advances, propositions or pressure for sexual activity; offensive flirting; continued suggestions for social activity within or outside the workplace after it has been made clear that such suggestions are unwelcome	Leaders and all staff treat their colleagues, patients, carers and the public fairly, professionally, and with dignity and respect.
People in positions of power using their position to facilitate harassment or other unacceptable behaviours	Senior leadership demonstrates a strong commitment to preventing harassment and fostering a safe and respectful work environment
Suggestions that sexual favours may further a colleague's career or refusal may hinder it, for example, promotions, salary increases etc.	People are empowered to report incidents or issues without fear of recriminations or any impact on their career or them personally.
Leering, whistling or making sexually suggestive comments or gestures, innuendoes or lewd comments	Promotes a culture of mutual respect, professionalism, and civility among employees, so that all our staff feel safe at work.
Sexual Assault or Indecent exposure	Ensures managers are equipped to deal appropriately with issues that are raised
Ostracising or "freezing out", ignoring and staring	Let all staff know what is and is not appropriate in the workplace.
Patronising comments and remarks, mimicking or use of derogatory terms	Provides multiple channels for employees to report harassment or raise concerns for themselves or for their colleagues
Inappropriate personal questions or comments, including belittling or patronising comments or nicknames	Puts in place the right support for people who are the victims of sexual harassment, which continues for as long as is needed
Assault or other non-accidental physical contact including but not limited to: unnecessary touching, patting, pinching or brushing against a colleague's body	Holds individuals accountable for their behaviour and ensures transparency in the handling of harassment cases.
The display, sending or sharing of offensive or pornographic letters, publications, objects, images or sounds	Provides training sessions that are conducted to educate employees at all levels about what constitutes harassment and inappropriate behaviours, how to recognise it, and what steps to take if they experience or witness harassment
Offensive comments about appearance or clothing	Recognises that creating a harassment-free workplace is an ongoing process, the organisation is committed to continuous improvement. It regularly reviews and updates its policies and practices
Deliberate and consistent behaviours which demonstrate a non-acceptance of aspects relating to protected or personal characteristics	Education and Training for all staff, promoting a culture of mutual respect and civility amongst employees while making it safe to challenge unacceptable behaviours and language

# Sexual Harassment Cut It Out



## In Summary....

- We will operate in accordance with our Value & Behaviors
  - Treat everyone fairly, professionally, and with dignity and respect
  - Strong leadership and accountability
  - Our people are empowered
  - Communication
  - Make it easy to raise concerns
  - Education & Training.
- 

# Bullying and Harassment Policy

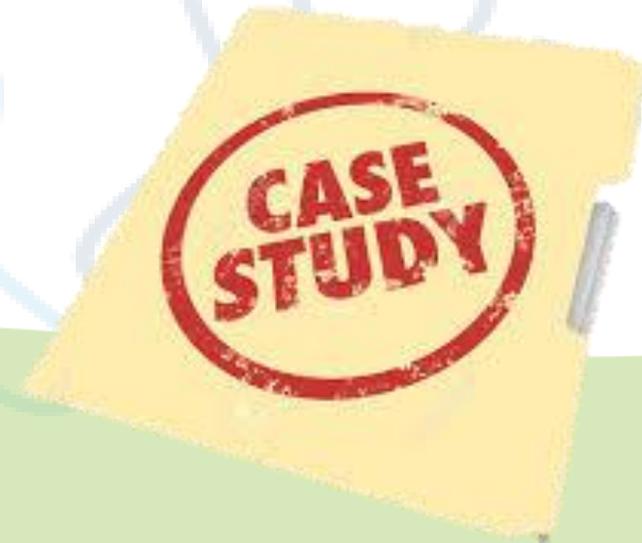
Sexual Harassment is dealt with under the B&H Policy

- Provides a supportive environment to seek early resolution to bullying and/or harassment concerns
- Provides a formal mechanism to address unresolved or significant and /or persistent bullying and/or harassment
- Strengthen how we define and deal with bullying and harassment where it occurs
- Bullying and harassment clarified with detailed supporting documents including:
  - flowchart
  - template letters
  - guides for managers, complainants and those who have had complaints against them

# Sexual Harassment Case Study

Please refer to Case Study 1

- Read the case study and answer the questions on Page 1 (5 mins)
- Group discussion (5 mins)
- Turn page over and read the rest of the case study and answer remaining questions (5 mins)
- Group discussion (5 mins)



# The Leadership role: What to do next

- Review the [Once For Scotland Bullying and Harassment page](#), particularly the examples of unacceptable behaviours. Consider how you can ensure these don't happen in your workplace.
- Share with your teams and colleagues that you've been on this training. We want staff to know the organisation is taking this issue seriously and they can come to you with any issues.
- Share the [Sexual Harassment: Cut It Out](#) with your teams and the information from the Available Support slide.
- If you have in place any [local peer supporters](#), Civility Saves Live's Champions or a Bullying & Harassment Confidential Contact, make sure people in your team know who they are. If you don't, reach out to the support teams who can help you set this up.
- Encourage your teams and colleagues to attend the Bystander Training or take the [Online sexual harassment e-learning course](#) and give them time to attend.
- Have a discussion with your team about what would make it easier for them to raise concerns or issues.

# Available Support

- **Dedicated phone line via HR Support and Advice Unit (HRSAU)** to provide additional help to any staff member wishing to raise concerns about Bullying or Harassment.
- **Line Management**
- **Bully & Harassment Confidential Contacts**
- **HR SAU - [HR Self Service Portal](#)** or calling 0141 278 2700 (Option 2) [Contact HR Support & Advice Unit - NHSGGC](#)
- **Trade Union/Professional Body Representative**
- **Speak Up Campaign - [Speak Up! - NHSGGC](#)**
- **Spiritual Care Services - [Spiritual Care and Chaplaincy Service - NHSGGC](#)**
- **Occupational Health Services - [Mental Health and Wellbeing - NHSGGC](#).**
- **Peer Supporters - [Peer Support Network - NHSGGC](#)**

# Contacting Human Resources

## NHSGGC - HR Connect

Can be accessed 24/7, from any location providing you have internet access

HR Self Service Portal now available for all NHSGGC employees and external stakeholders.

HR Support and Advice Unit Enquiry team

- 0141 278 2700 (option 2)

# Sexual Harassment – Cut It Out

## Webinar Dates & Links

- **4th September 2024, 0930-1030 hours (MS Teams) –**  
<https://link.webpolsurveys.com/EP/582D487C36540DAA>
- **17th September 2024, 1300-1400 hours (MS Teams) –**  
<https://link.webpolsurveys.com/EP/05451F8B3C9E545A>
- **7th October 2024, 1300-1400 hours (MS Teams) –**  
<https://link.webpolsurveys.com/EP/7AD02CF5125C6613>
- **5th November 2024, 1300-1400 hours (MS Teams)- –**  
<https://link.webpolsurveys.com/EP/49921A3234CAA3EC>
- **29th November 2024, 0930-1030 hours (MS Teams) –**  
<https://link.webpolsurveys.com/EP/2F015AA5AC59E0F8>
- **4th December 2024, 1300-1400 hours (MS Teams) –**  
<https://link.webpolsurveys.com/EP/EBFCE4B42125705F>

# Question & Answer session

