

## Re: Your request made under the Freedom of Information Act 2000

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:

1. whether this training is mandatory or elective; **Training is given as part of the Freedom to Speak Up (FTSU) induction and level 1 HEE training on speaking up, which includes what to do if you witness. experience something that concerns you and who to speak up to.**
2. 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 **No specific current materials regarding being an active by stander**
3. where available, the number or percentage of your staff who have completed this training and/or education. **Unable to produce this against the specific request (as it is within FTSU).**

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. **The policy for bullying and harassment/ civility and respect is currently under review to create a new and more comprehensive approach to support staff employed by the organisation. Training will be developed along-side this policy framework. The nature and focus of the training and education is to be agreed.**