

17/02/2022

Dear Requester,

FOI 1082

Thank you for your Freedom of Information request which was received within the Trust.
Please note, this is a cross-site response for Bedford site and Luton site.

You asked:

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 for the following?

1. Whether this training is mandatory or elective?

This training is non-mandatory.

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.

We have very recently implemented a range of Bullying and Harassment e-learning modules developed by a third party, onto ESR. This includes a module on Sexual Harassment at Work. Due to licensing reasons, it is not possible to send this content out.

Below is a list of the training:

- **Creating an Environment Based on Respect**
- **Sexual Harassment at Work (Understanding and Confronting Sexual Harassment)**
- **Challenging Behaviour**
- **The Effective Bystander**
- **Banter in the Workplace**
- **Bullying and Harassment: Effective Interventions**

3. Where available, the number or percentage of your staff who have completed this training and/or education.

This training has just been added to our Learner Management System (LMS) – Electronic Staff Records (ESR), and we are in the process of advertising it to Trust staff. Therefore there have been no completions as of yet.

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?

N/A

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Please note that the Trust has a formal internal review and complaints process which is managed by the Information Governance Manager/Data Protection Officer. Should you have any concerns with our response, you can make a formal request for an internal review. Requests *for internal review* should be submitted within three months of the date of receipt of the response to your original letter, and should be addressed to: dataprotectionofficer@ldh.nhs.uk. This option is available to you for up to three calendar months from the date your response was issued.

If you are not satisfied with the Trust review under the Freedom of Information Act 2000 you may apply directly to the Information Commissioners Officer (ICO) for a review of your appeal decision. The ICO can be contacted at: ICO, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF www.ico.org.uk

Yours sincerely,

FOI Officer

Bedfordshire Hospitals NHS Foundation Trust