



SEXUAL SAFETY CHARTER

This charter applies to all employees, colleagues, visitors and contractors and anyone else engaging with Lincolnshire Integrated Care Board (LICB).

This charter addresses the issue of unwanted, inappropriate and/or harmful sexual behaviours.

The commitments to protect and the responsibilities in this Charter apply to everyone, without exception.

You have the right to feel safe from sexual harm.

You should never feel uncomfortable, frightened, or intimidated in a sexual way by e.g. colleagues or visitors, or anyone else you come into contact with during your work. It is essential that we are united against all forms of sexual harm, making sure that it does not negatively impact on each other.

We all commit to everyone behaving in a way that makes the environment safe from a sexual safety point of view.

To keep everyone safe everyone must commit to these sexual safety standards:

- I understand that sexual activity with another person must always be through mutual consent, never through coercion, abuse of power or as a punishment.
- I will not try to talk another person into engaging in sexual activity or harass another person sexually.
- I commit to being conscious of how my behaviour makes others feel, to listening when someone tells me it is making them uncomfortable and to changing my behaviour. If I need help to do this, I will ask for it.
- I will speak up on behalf of others if I see or hear about someone else being put at risk of harm, being hurt, harassed or assaulted, whether physical or verbal.

And this means that LICB commit to holding those who do not do this to account - with the principles of Just Culture in mind: [NHS England » A just culture guide](#)

The LICB commits to providing simple and effective ways of speaking up about sexual harassment and abuse that will be accessible to all.

We will always take your concerns seriously, treating you with kindness and understanding. We know how difficult it may be for you to speak up. We will listen to you and hear you. We will work with you and put you in contact with relevant support services. We will take appropriate action when you do speak up, to hold those responsible to account.

If you are worried about your safety, or that of another person, please speak to a manager, a HR colleague, a Freedom to Speak Up Champion or the Freedom to Speak Up Guardian in confidence. Contact details are on the intranet or ask a trusted colleague for help if you are unsure.

What is Sexual Abuse?

Sexual abuse: Includes rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure, and misusing power to commit sexual assault or sexual acts to which the adult has not consented or was pressured into consenting.

What is Sexual Harassment?

Sexual harassment: Is unwanted behaviour of a sexual nature, which can be a one-off incident or an ongoing pattern of behaviour. Examples include flirting, gesturing or making sexual remarks about someone's body, clothing, or appearance, asking questions about someone's sex life, telling sexually offensive jokes, making sexual comments or jokes about someone's sexual orientation or gender reassignment, displaying or sharing pornographic or sexual images, or other sexual content, touching someone against their will, sexual assault or rape.

What if it is just "banter"?

What some people might consider as joking, 'banter' or part of their workplace or professional group's culture is still sexual harassment if:

- the behaviour is of a sexual nature.
- it's unwanted.
- it violates someone's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them.

Sexual harassment is usually directed at an individual, but it's not always the case. Sometimes there can be a culture of sexual harassment in a workplace that's not specifically aimed at one person – such as sharing sexual images.

This is why it is important to be aware of how your own behaviour makes others feel, to listen when someone tells you it is making them uncomfortable, and to change your behaviour.

Who does this charter apply to and protect?

It applies to everyone - of all ages, women, men and non-binary people, whether disabled/living with a long-term condition or not, all sexual orientations (all LGBTQ+ people), all religions or beliefs (including none), all races, ethnicities and cultural heritages, all gender identities – including transgender people and cisgender people. It applies on the grounds of pregnancy and maternity too, and to any marital or civil partnership status. It applies to all pay bands and roles in LICB.

SEXUAL SAFETY CHARTER



This charter addresses the issue of unwanted, inappropriate and/or harmful sexual behaviours.

The Commitments to protect and the responsibilities in this charter apply to everyone, without exception.



You Have the right to feel Safe from sexual harm.



We all commit to everyone behaving in a way that makes the environment safe, from a sexual safety point of view.



We Commit to providing simple and effective ways of speaking up about sexual harassment and abuse that will be accessible to all.

If you are worried about your safety, or that of another person, please speak with a Freedom to Speak Up Champion or Guardian, a line manager, a member of HR, or email the HR inbox agem.lincshr@nhs.net