

“Breaking
the Silence:
sexual safety
for healthcare
learners and
trainees”



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Background

- Evidence signposts that sexual safety is a widespread concern across healthcare settings (BMJ, Unison, NHS Staff Survey)
- There is a concerning trend that students in particular may be more at risk. The OfS state that 25% of final year graduates experienced sexual harassment, with over half of incidents connected to their course. From 2025 sexual safety has also been included in NETS.
- Whilst undertaking targeted work within the EoE region, it became apparent that healthcare learners and trainees required tailored education and empowerment to understand:

- **What is sexual harassment?**
- **How can sexual safety become compromised?**
- **What don't people report it?**
- **How to report and disclose issues related to sexual safety**

The HOW...



- Co-created the vision with students- what did they want and need?
- Review of resources already in the public and NHS domain...
- Initial meetings with animator (seespeakhere) and Nottinghamshire Healthcare Trust
- Developed new animation resources (Personal Boundaries and Active Bystander)
- Developed additional resources showcasing the student voice and Essex Police.
- Co-produced content with students, academics, practice partners and subject matter experts
- Comprehensive showcasing and piloting of content and resources on SWAY (incl. T-level learners)
- Legal review of proposed content
- E-Learning for Health/TEL team then got to work

Feedback

- Highly engaging
- Essential for all learners
- *'Not boring like e-learning can be'*
- Professionally presented
- *'When can we have access...?!'*



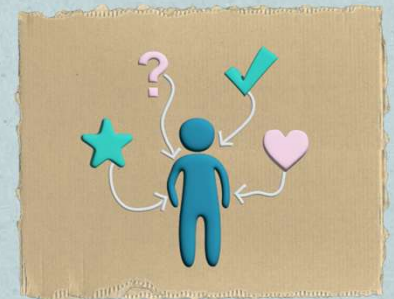
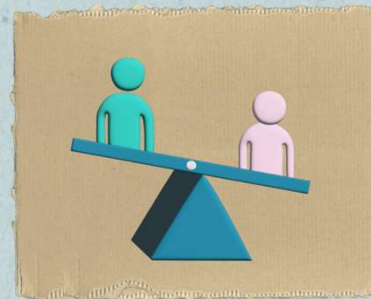
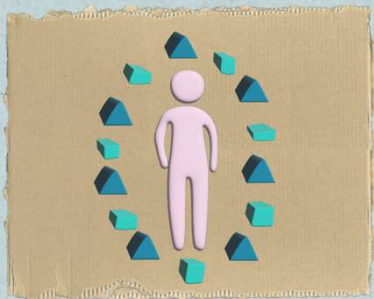
*'that is the best resource for sexual safety I have ever seen.
It would be great to show students in their first year.
I wish I had seen it, its great and so clear.'*

Katarina, Student EoE.

- Every healthcare learner and trainee has the right to feel sexually safe throughout their educational journey and on placement
- Every healthcare learner and trainee is aware of what might constitute as sexual harm and recognise their own risks
- Every healthcare learner and trainee is aware of how to respond and how to report issues related to sexual safety

The Ambition

For every healthcare learner and trainee to have the opportunity to undertake the e-learning prior to going out onto placement



What success may look like

- Increased reporting of issues related to sexual safety
- Continued positive evaluation of resources
- Improved learner and trainee retention
- Empowered learners contributing to a change of culture over time



Breaking
the silence
on sexual
safety

NHS

Complete the
e-learning for health
training today



Scan the QR to access

- Access to the learning will be live with open access if registering using a 'general account'
- SCORM files may be shareable on request
- A communications and resource package available to download



Sexual Safety

NHS

Banter is never:

Telling jokes
about sex and
gender

Asking questions
about someone's
sex life

Making sexual
comments

Pressuring or
threatening
someone for
sexual favours

Touching
someone against
their will

Displaying or
sharing sexually
explicit content



The NHS strongly encourages all employees to report any instances of sexual harassment. Speak to your practice supervisor, assessor or educator or someone from the education team.

- ▶ Use the Freedom to Speak Up Guardian
- ▶ Report it to your Universities Safeguarding Team
- ▶ Report it through the Purple Flag tool

However, if you believe that you or somebody else is in imminent danger call the police by dialling 999.

Scan to watch the *Personal Boundaries* animation

