

HTG UK	
Sexual Safety Charter Statement	
Issue: 1	Statement: GOV-COG-004-Statement
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SEXUAL SAFETY CHARTER STATEMENT

Document Status	Approved
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Initiated by	Date	Author
Corporate	12/03/2024	Chief Administrative Officer
Version	Date	Comments
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Document Number	GOV-COG-004
Document Reference	Sexual Safety Charter
Recommended by Date	Corporate 12/03/2024
Approved by Date	SMT 28/03/2024
Review date of Approved Document	12/03/2027
Equality Impact Assessment	Completed
Linked Procedural Documents	Sexual Safety Charter Policy
Dissemination requirements	All Staff

HTG UK will not tolerate unlawful discrimination on the grounds of the protected characteristics of: language, nationality, age, disability, gender reassignment, race, religion/belief, gender, sexual orientation, marriage/civil partnership, pregnancy/maternity. HTG UK will not tolerate unfair discrimination on the basis of spent criminal convictions, Trade Union membership or non-membership. In addition, HTG UK will have due regard to advancing equality of opportunity between people from different groups and foster good relations between people from different groups.

HTG UK is committed to high standards of information security, privacy and transparency. We place high priority on protecting and managing data in accordance with accepted standards. HTG UK applies a high level of data protection and security in relation to personal data that our patients, employees and stakeholders entrust to us

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1. Introduction

All staff who work, train and learn within the healthcare system have the right to be safe and feel supported at work.

Organisations across the healthcare system need to work together and individually to tackle unwanted, inappropriate and/or harmful sexual behaviour in the workplace.

We all have a responsibility to ourselves and our colleagues and must act if we witness these behaviours.

2. Principles

As signatories to this charter, HTG commits to a zero-tolerance approach to any unwanted, inappropriate and/or harmful sexual behaviours towards our workforce. We commit to the following principles and actions to achieve this:

- We will actively work to eradicate sexual harassment and abuse in the workplace.
- We will promote a culture that fosters openness and transparency, and does not tolerate unwanted, harmful and/or inappropriate sexual behaviours.
- We will take an intersectional approach to the sexual safety of our workforce, recognising certain groups will experience sexual harassment and abuse at a disproportionate rate.
- We will provide appropriate support for those in our workforce who experience unwanted, inappropriate and/or harmful sexual behaviours.
- We will clearly communicate standards of behaviour. This includes expected action for those who witness inappropriate, unwanted and/or harmful sexual behaviour.
- We will ensure appropriate, specific, and clear policies are in place. They will include appropriate and timely action against alleged perpetrators.
- We will ensure appropriate, specific, and clear training is in place.
- We will ensure appropriate reporting mechanisms are in place for those experiencing these behaviours.
- We will take all reports seriously and appropriate and timely action will be taken in all cases.
- We will capture and share data on prevalence and staff experience transparently.

These commitments will apply to everyone in our organisation equally

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3. Equality Impact Assessment: Executive Summary

Executive Summary Page for Equality Impact Assessment	
Document Reference: GOV-COG-004	Document Title: Sexual Safety Charter
Assessment Date: 12/03/2024	Document Type: Statement
Responsible Director:	Chief Executive
Conclusion of Equality Impact Assessment: This Policy has no obvious positive or negative affect on any ethnicity, race or gender.	
Recommendation for Action Plan: None	
Risks Identified: None	
Approved by a Member of the Executive Board:	
YES	NO
Name: Derek Laird	Position: CEO
Signature:	Date: 28/03/2024
This whole document should be stored with the master document and a final approved electronic copy must be available on the staff intranet.	