

Board of Directors Meeting in Public – Cover Sheet

Subject:	Bullying and Harassment: Action Plan	Date: 1 st October 2020		
Prepared By:	Emma Challans, Executive Director of Culture and Improvement			
Approved By:	Emma Challans, Executive Director of Culture and Improvement Julie Hogg, Chief Nurse			
Presented By:	Emma Challans, Executive Director of Culture and Improvement			
Purpose				
To provide information into the review of bullying and harassment within SFH and confirm actions to improve.		Decision		
		Approval		
		Assurance		
		Consider		
		X		
Strategic Objectives				
To provide outstanding care	To promote and support health and wellbeing	To maximise the potential of our workforce	To continuously learn and improve	To achieve better value
X	X	X	X	
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
		X		
Risks/Issues				
Financial	Potential to increase costs associated with absence or vacancies			
Patient Impact	Potential to impact on care if colleagues do not feel valued and supported			
Staff Impact	Potential to reduce SFH as a great place to work			
Services	Potential to reduce service line performance			
Reputational	Potential loss of people and SFH seen as a great place to work			
Committees/groups where this item has been presented before				
<ul style="list-style-type: none"> - Culture and Improvement Cabinet - People, Culture and Improvement Committee 				
Executive Summary				
<p>This paper aims to provide assurance by way of an update in relation to the review of bullying and harassment at Sherwood Forest Hospitals NHS FT (SFH).</p> <p>Insight and learning has been gathered from various sources including; the National Staff Survey results, divisional engagement sessions, HR, F2SU, Safeguarding, Datix and Estates.</p> <p>An action plan has been developed led by the Director of Culture and Improvement and supported by expert leads for improvement.</p> <p>Actions within the plan have been discussed and reviewed to ensure they support national standards on violence reduction, led by the Chief Nurse and align to the Dignity at Work Policy.</p> <p>The Board is asked to:</p> <ul style="list-style-type: none"> • Recognise learning taken from the review and actions identified • Be assured by the approach and actions in train • Be assured that SFH is responding to the needs of colleagues health and wellbeing • Be assured that information and learning is gathered from multiple sources • Recognise actions to improve colleague experience at a system level 				