



**ASSOCIATION OF
AMBULANCE
CHIEF EXECUTIVES**

Bringing together skills,
expertise and shared knowledge
in UK ambulance services

Reducing Misogyny & Improving Sexual Safety in the Ambulance Service

ASK uncomfortable questions
ACCEPT and own the truth
APPRECIATE the impact
ADDRESS own reaction
AVOID 'othering'
AMPLIFY voices
ADVOCATE change
ALLIES not passengers



Three Publications

A sector wide commitment to bring about positive change.

1. Evidence Base
2. National Consensus Statement
3. **Next Steps/Interventions**

RECOMMENDATIONS FOR ACTION EXAMPLES

ACCOUNTABILITY & LEADERSHIP

Board/Senior Leadership level oversight of associated risks with nominated non-executive lead.

Establish sexual safety related data through available sources.

Undertake annual sexual safety climate survey.

CONFIDENTIAL REPORTING & SUPPORT

Reporting 'bypass' to Line Management structure for reporting.

Policy development and proportionate response to concerns raised.

Embedding of speaking up safely process.

COMMITMENT TO LEARNING

Refer to misogyny & sexual safety pyramid to better understand behaviour patterns.

Provide access to education on a range of related topics including bystandership.

CULTURE TRANSFORMATION

Acknowledge and address resistance and other barriers at all levels of the organisation.

Build a community of prevention through employee voice networks and local champions.

FURTHER DETAIL AND EXAMPLES CAN BE FOUND WITHIN THIS PUBLICATION.

How is it going so far?

Collaborative

Challenging

Exposing

Unexpected

Empowering

Frustrating

Relentless

Nuanced

Promising

Leading

*Voices of
Consensus
Development
Group, 2024*

Ambulance boss admits 'much more' to do after paramedics speak out over sexual harassment and misogyny

Current and former paramedics told Sky News that sexual harassment in the job is widespread.

Rachael Venables
News correspondent @rachaelvenables

© Wednesday 21 February 2024 23:45 UK



Locked in the back of an ambulance and sexually assaulted: Female paramedics reveal 'toxic culture' of harassment

Current and former paramedics have told Sky News that sexual harassment in the job is widespread. Professional body the College of Paramedics said there were problems in all of the UK's NHS trusts.

By Rachael Venables, news correspondent, and Rebecca Spencer, producer

© Thursday 8 February 2024 16:01 UK



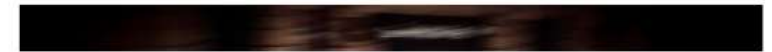
News > Health

Secret NHS report reveals failure to protect trainee paramedics from sexual harassment and racism

Exclusive: Confidential review obtained by The Independent reveals trainee paramedics subjected to widespread sexual harassment and racist abuse by staff – with students reluctant to call out 'extremely alarming' behaviour for fear of being labelled 'snowflakes'

Rebecca Thomas Health correspondent • Tuesday 19 March 2024 13:06 GMT

• Comments



Misogyny: Welsh paramedics share sexual harassment experiences

Rebecca Thomas



News > Health

Failure to root out abusers in ambulance service leaves vulnerable patients at risk, watchdog warns

Exclusive: Officials raise concerns about lack of vetting for paramedics

Rebecca Thomas Health Correspondent • Monday 13 February 2023 16:58 GMT

• Comments



Unite leader "horrified" by report into "disgraceful" sexual harassment in ambulance service

EXCLUSIVE

South Central Ambulance Service staff sacked for rape and sex assaults

28th February

CRIME HAMPSHIRE SOUTHAMPTON



'I was given a choice of bosses to sleep with': Life as a female paramedic

Three women share their stories of the toxic culture of sexual harassment and abuse of power within the ambulance service, and ask what can be done to change it.

By Rachael Venables, news correspondent, Rebecca Spencer, producer

© Wednesday 24 July 2024 14:45 UK



Paramedic Students Have 'Unique Vulnerability' to Sexual Misconduct

Published on: 15 Apr, 2024
Updated on: 15 Apr, 2024

By Emily Dalton

local democracy reporter

An NHS ambulance trust has flagged that its student paramedics have a "unique vulnerability" in experiencing sexual misconduct.

Paramedic students on placement



Classification: Official

Publication reference: PRN00432



Paramedic leadership in ambulance trusts in England

Understanding the synergies and differences with other allied health professions' leadership and leadership development

Version 1, 22 June 2023

Classification: Official



Sexual safety in healthcare – organisational charter

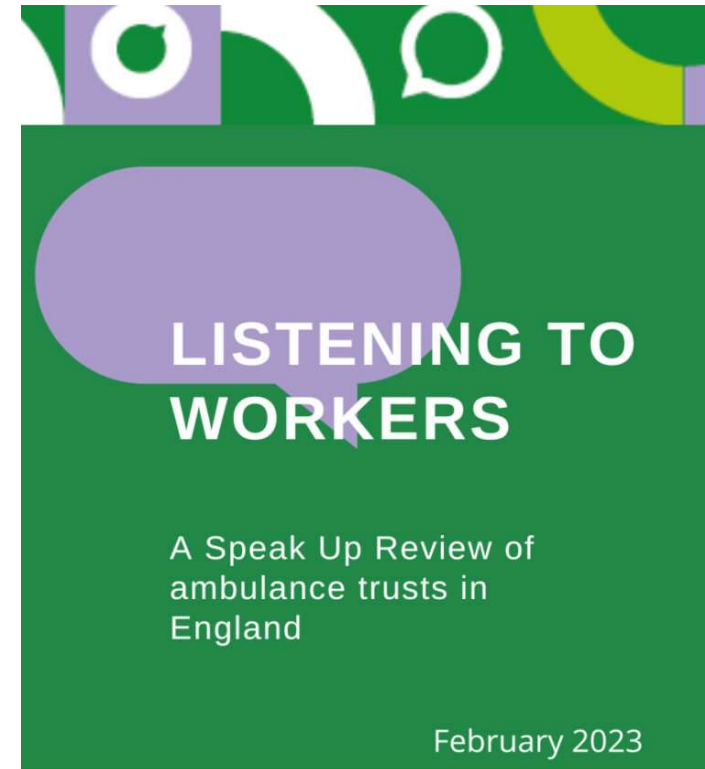
Those who work, train and learn within the healthcare system have the right to be safe and feel supported at work.

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.

CULTURE REVIEW OF AMBULANCE TRUSTS

Commissioned by NHS England



Siobhan Melia
CEO, Sussex Community NHS Foundation Trust

Ambulance Sector – Staff Survey

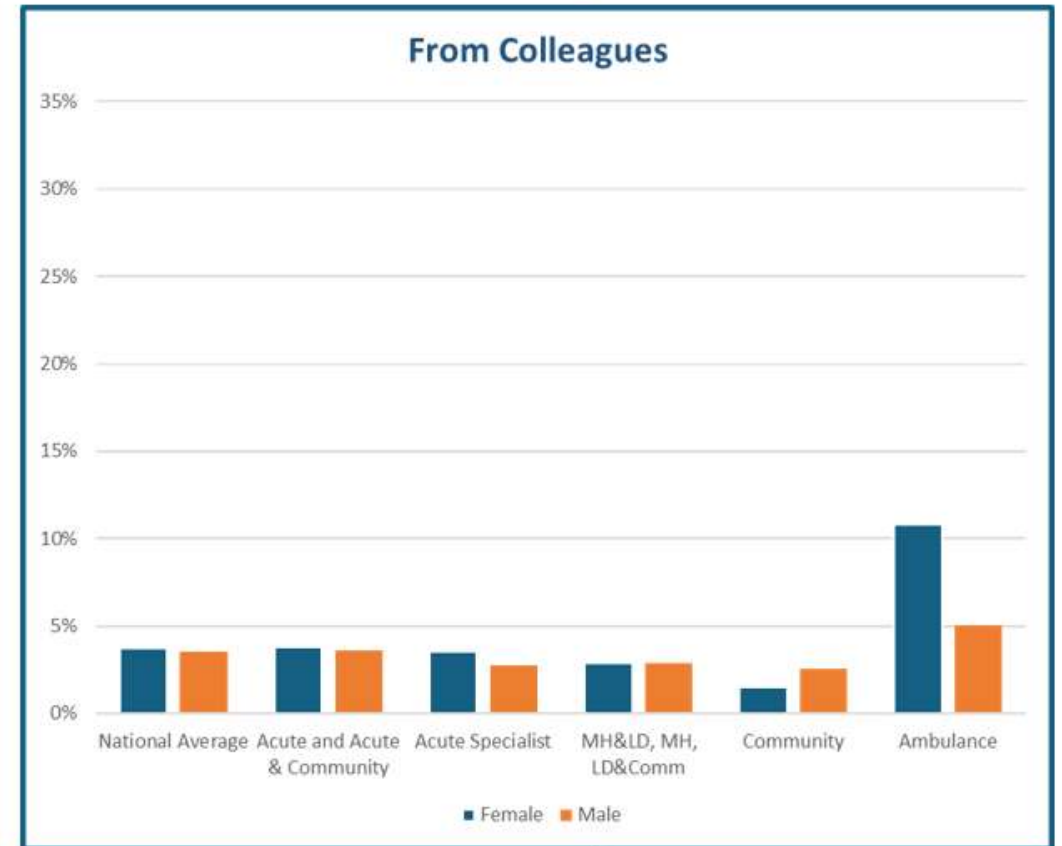
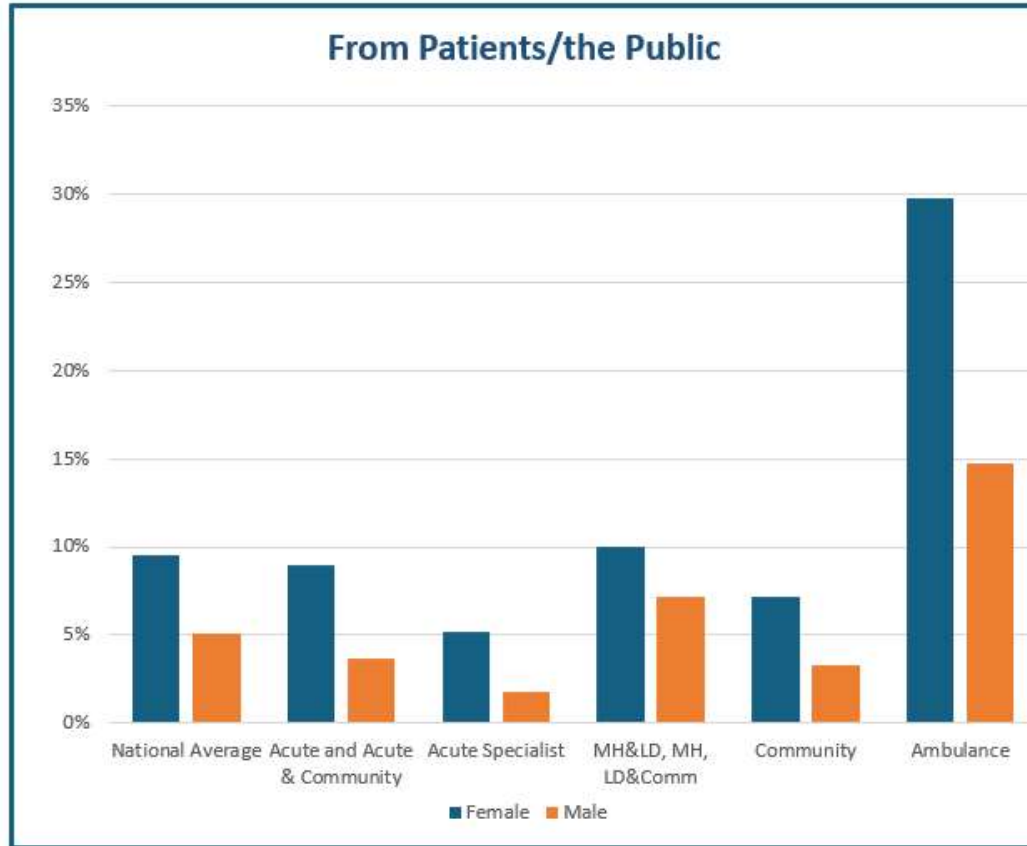
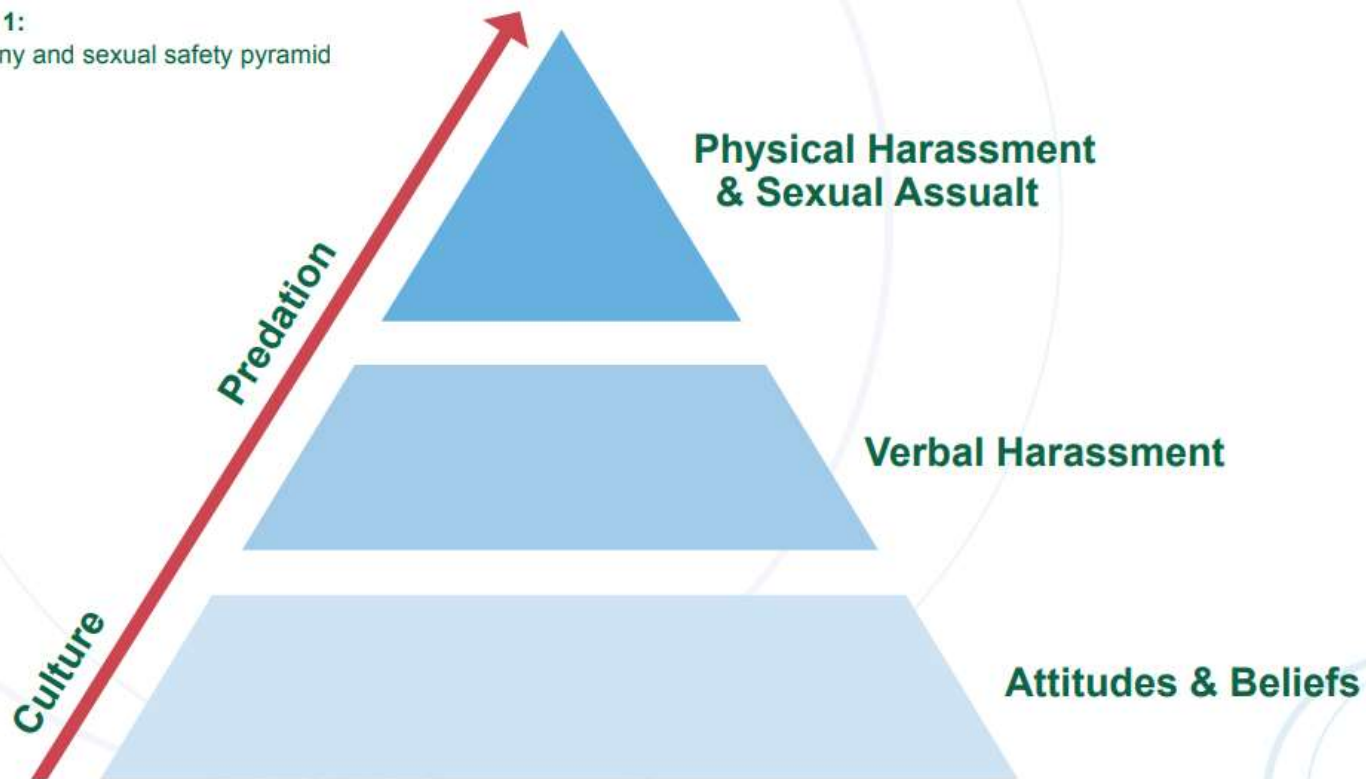




Figure 1:
Misogyny and sexual safety pyramid



Next steps

Podcast

Reducing misogyny and improving sexual safety in the ambulance service






Karl Demian
Chief Executive Officer
TASC



Bron Biddle
Programme Lead
Association of Ambulance
Chief Executives

Examples of Action



ASSOCIATION OF
AMBULANCE
CHIEF EXECUTIVES

NASSCoP
National Ambulance Sexual Safety Community of Practice

feeling under pressure?

TO HAVE BIGGER MUSCLES?
TO BE THE STRONG ONE AT HOME?
TO BE SUCCESSFULL IN YOUR CAREER?
TO EARN MORE MONEY?
TO BE A LAUGH WITH YOUR MATES?
TO MAN UP?
TO MEET EXPECTATIONS?

WE UNDERSTAND AND CARE ABOUT MEN'S MENTAL HEALTH. DON'T BE ALONE WITH THIS PRESSURE. WE SEE YOU AND HEAR YOU.



SCAN ME

WAS VOICES

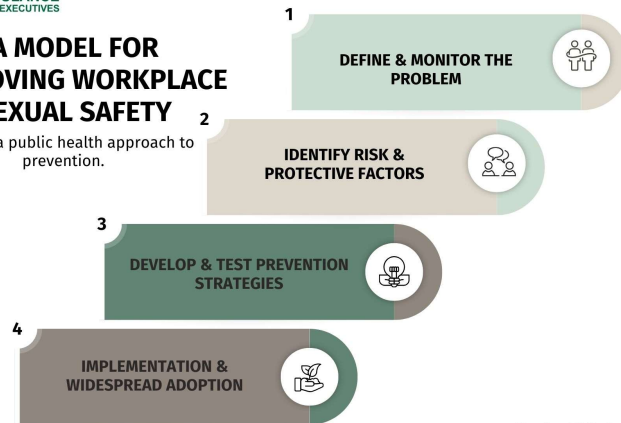


House of Commons Women and Equalities Committee



A MODEL FOR IMPROVING WORKPLACE SEXUAL SAFETY


Utilising a public health approach to prevention.



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AMBULANCE PEOPLE PROFESSION DEVELOPMENT PROGRAMME 2024 (SEXUAL SAFETY)

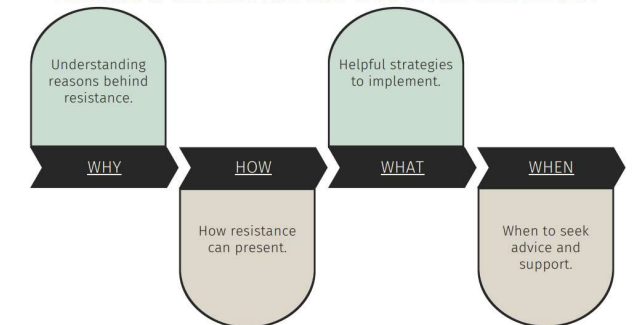
Supporting this national programme




ASSOCIATION OF
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UNDERSTANDING RESISTANCE

A GUIDE TO SUPPORT THE IMPLEMENTATION OF THE WORK PROGRAMME 'REDUCING MISOGyny & IMPROVING SEXUAL SAFETY'



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- 1. Relationships, Ethics & Boundaries**
- 2. Support for those involved with complex cases**
- 3. Sexual Safety & Safeguarding**
- 4. The Rise of Extreme Misogyny & Incel Activity**
- 5. Preparing for the Worker Protection Act**
- 6. The Role of the Regulator**
- 7. We need to talk about AI**



How can we enable the enablers?

Have you identified any barriers in your organisation to the improvement of sexual safety?

FEAR of speaking up

TRUST in processes

BANTER perceptions

LACK of investigation expertise

Top barrier themes of 145 respondents

National Ambulance People Professional Programme 2024 Evaluation

Empowerment

“Content so far has certainly enhanced my confidence and competence in engagement within allegations and hearings.”

“SO much overt judgement and victim blaming happens because of engrained attitudes, which I will ensure is challenged from right now.”

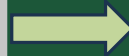
“Connecting with colleagues in other ambulance services has been invaluable, knowing we aren’t alone with a lot of the same problems. I didn’t realise how much I had to learn.”

“How to deal with complex cases/situations - also wanted to add that these sessions are really useful in terms of all relationship issues, not just sexual safety.”

“I hadn’t realised how passive I have become in my role until today. I feel equipped with new confidence of this subject to take back to my team.”

PROGRESS SO FAR

Improved awareness, trust and validation of experiences.



Significant increase in related concerns and ER cases.

Overtly communicated our leadership approach and stance.



Media engagement, leadership language shift and campaigns.

Empowered and enabled our people professional community.



450+ colleagues engaged with learning programme.

Embracing new era of accountability and transparency.



84 events attended to share learning and approach. (Jan 2023-Aug 2024)

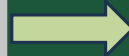
Built national ambulance infrastructure around sexual safety.



57 community of practice members representing 4 nations.

PROGRESS SO FAR

Launch of dedicated webpage and learning resource library.



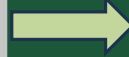
6,543 visits to webpage since Oct 2023

Establishing of student voice panel.



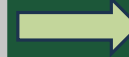
4 nation representation of students.

Collaborative approach with The Ambulance Staff Charity.



Thematic analysis of available empirical evidence.

Progress check in with each Ambulance Service.



Average rating of 3.2

(5=full implementation of recommendations and 1=not started)

Board level learning session delivery and collective oversight of sexual safety as a risk.



ALL ambulance trust Boards.

Some uncomfortable truths that have been exposed...

- Upstream prevention/Resistance at the lower end of the pyramid.
- Our data is not yet mature enough to really have the full picture which makes progress challenging to quantify in the way we are comfortable with (dashboards etc).
- Poor investigation capability and lack of confidence with high-stress, high-conflict cases which will inevitably increase.
- Our identity. What do we want to be? Are we healthcare or a uniformed service? How is heraldry impacting our cultural norms? Is there a perpetual link with the police, fire and military?
- Contradictory leadership representation at the highest level.

National Ambulance Focus-What next?

Data growth

Establish research priorities

*Continued upskilling of people
professionals*