
Professional Standards Authority
September 2024

Professional Liaison Service

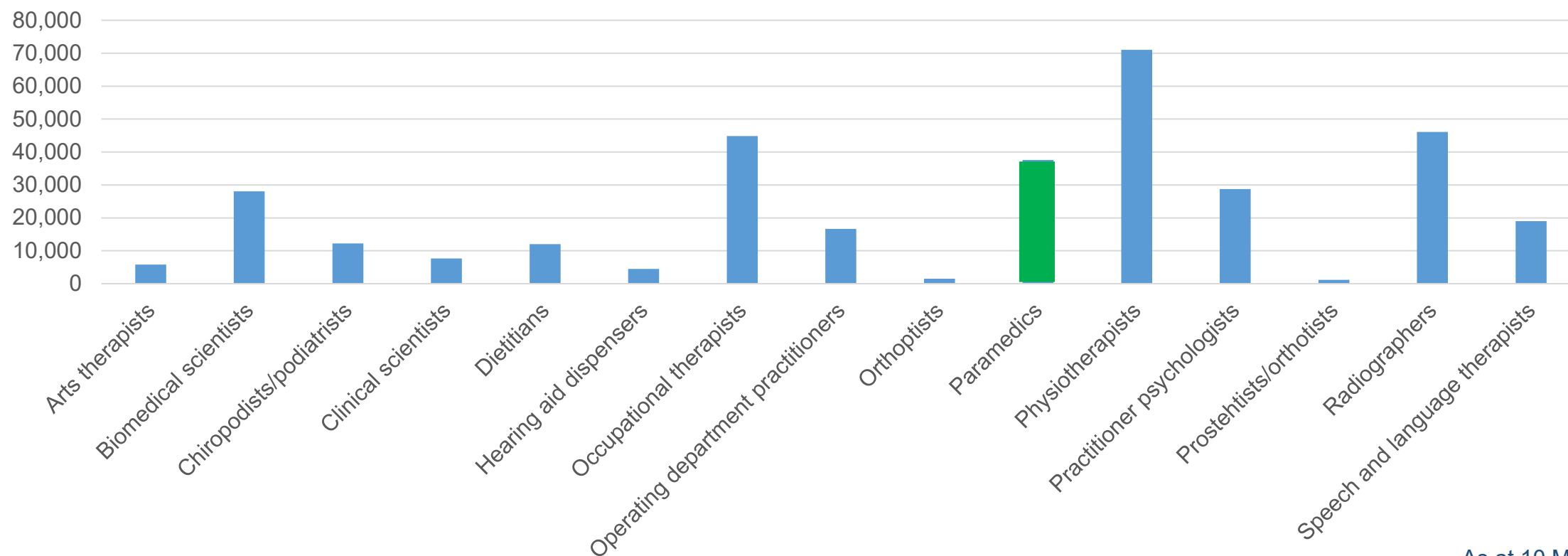
Improving sexual safety in the ambulance sector

Kellie Green, Head of Professionalism and Upstream Regulation

About the HCPC

Professional Liaison Service

HCPC Registrants

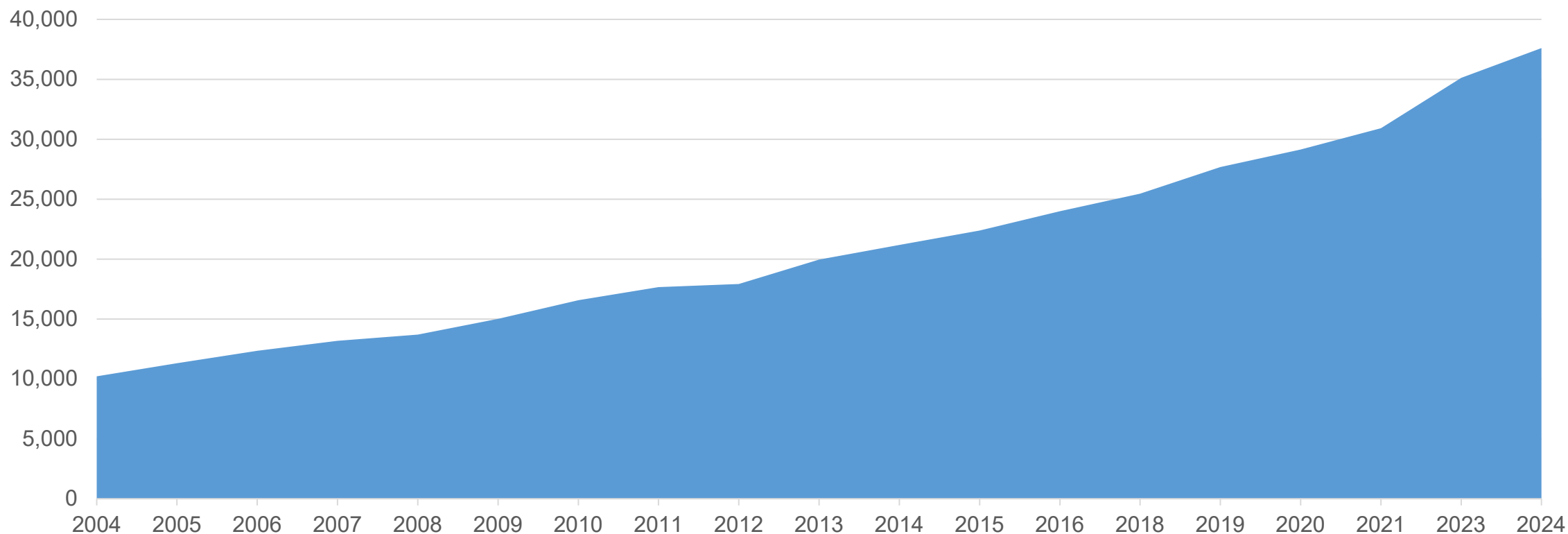


As at 10 May 2024

The paramedic profession

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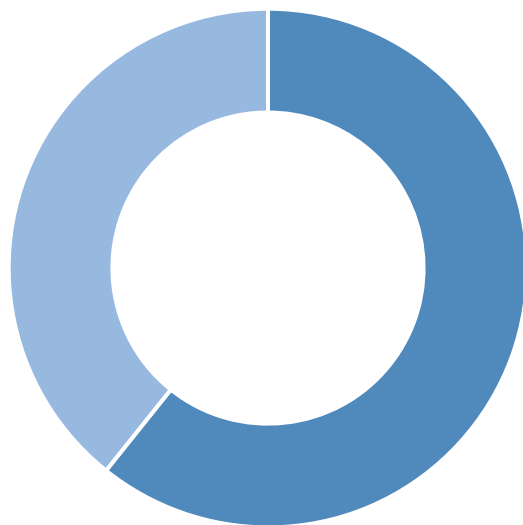
Number of paramedics



The paramedic profession

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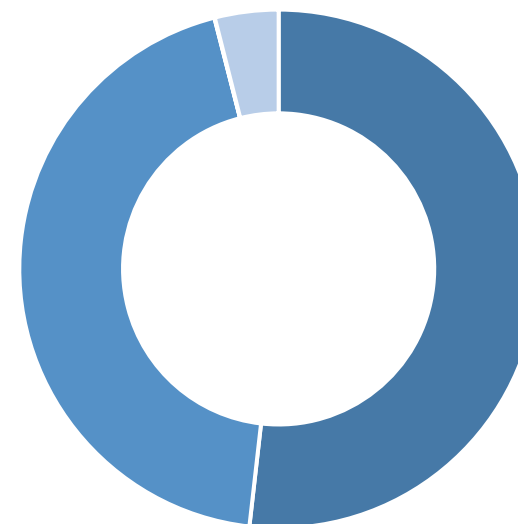
Paramedic profession - April 2019



■ Male ■ Female

[Registrant snapshot – April 2019](#)

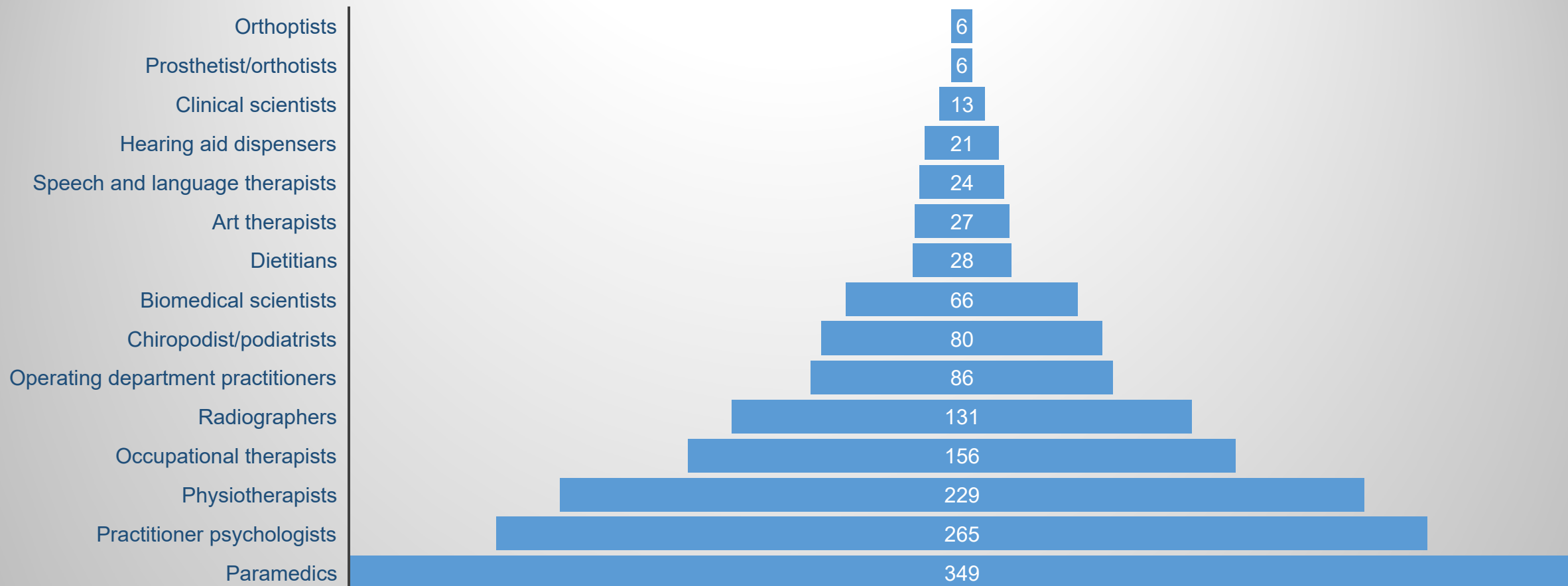
Paramedic profession - October 2023



■ Male ■ Female ■ Intersex ■ Prefer not to say

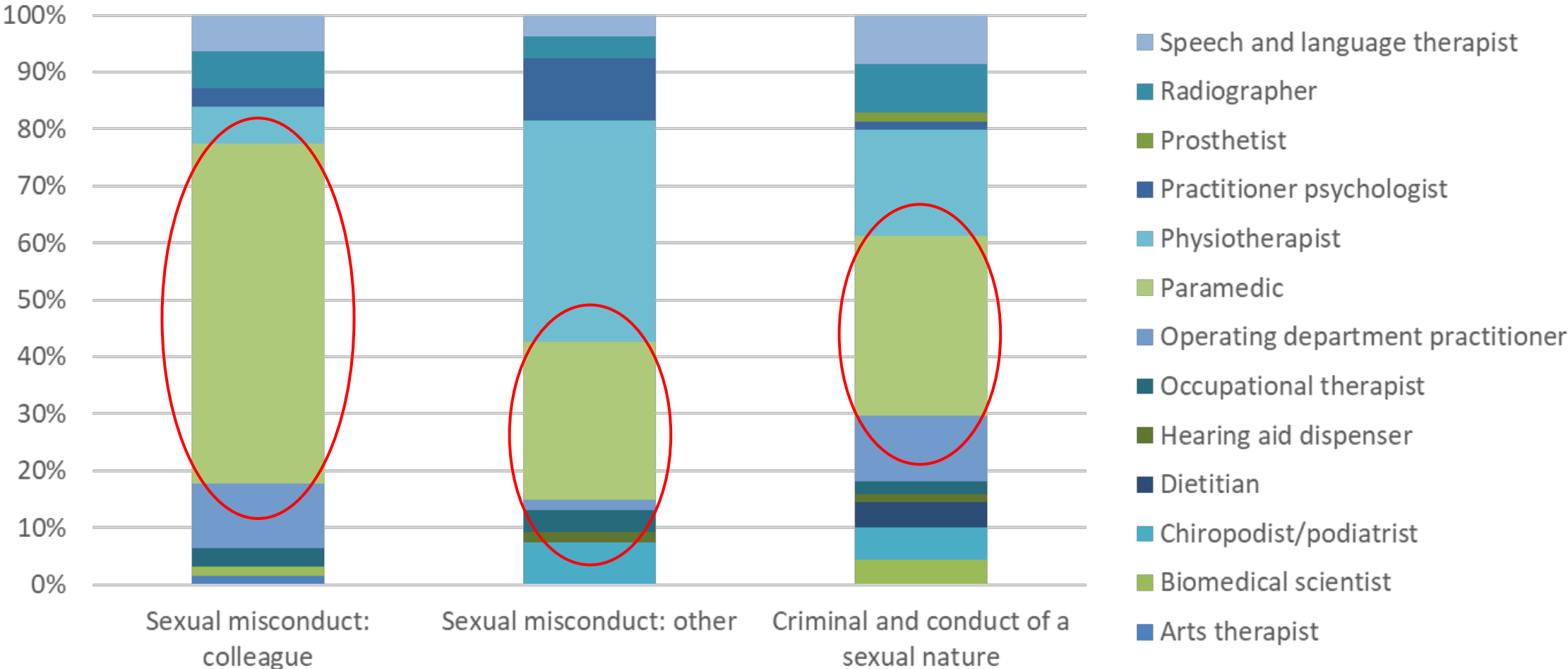
[Diversity data: paramedics – October 2023](#)

Fitness to practise cases, 2022/23



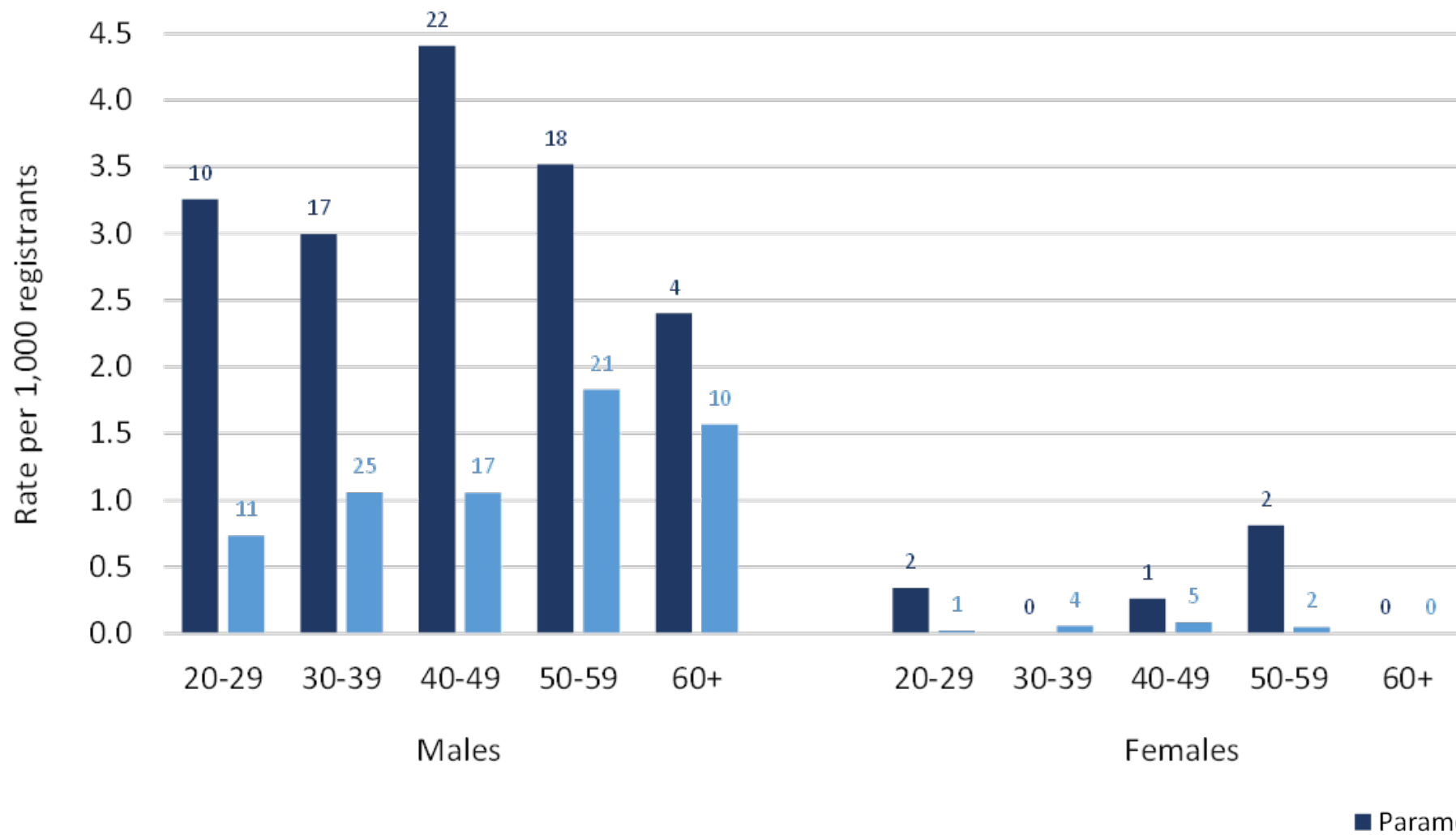
HCPC fitness to practise concerns 2023/24

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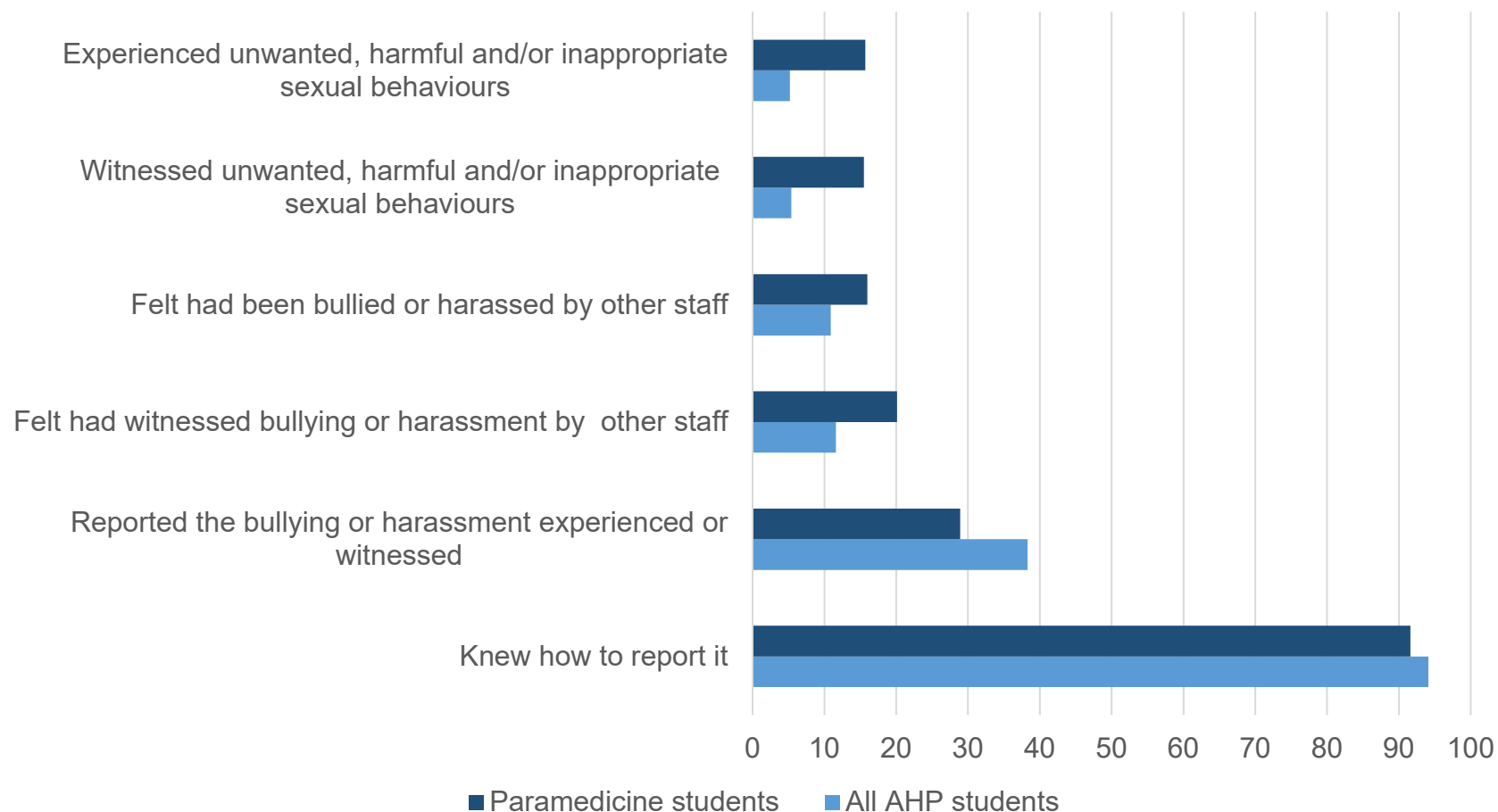
Mentions of sexual misconduct and/or criminal matters or conduct of a sexual nature in FtP concerns passing triage 2023/24

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National Education and Training Survey 2023

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15.7% of paramedic learners had experienced unwanted, harmful and/or inappropriate sexual behaviours during the placement or training

Compared to 5.2% of all AHP respondents

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People like us?

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- Public perceptions and expectations
- Challenging practice
- Pressurised services
- Culture of fear and conflict
- Evolving profession

[\(A van der Gaag, \(2017\)\)](#)

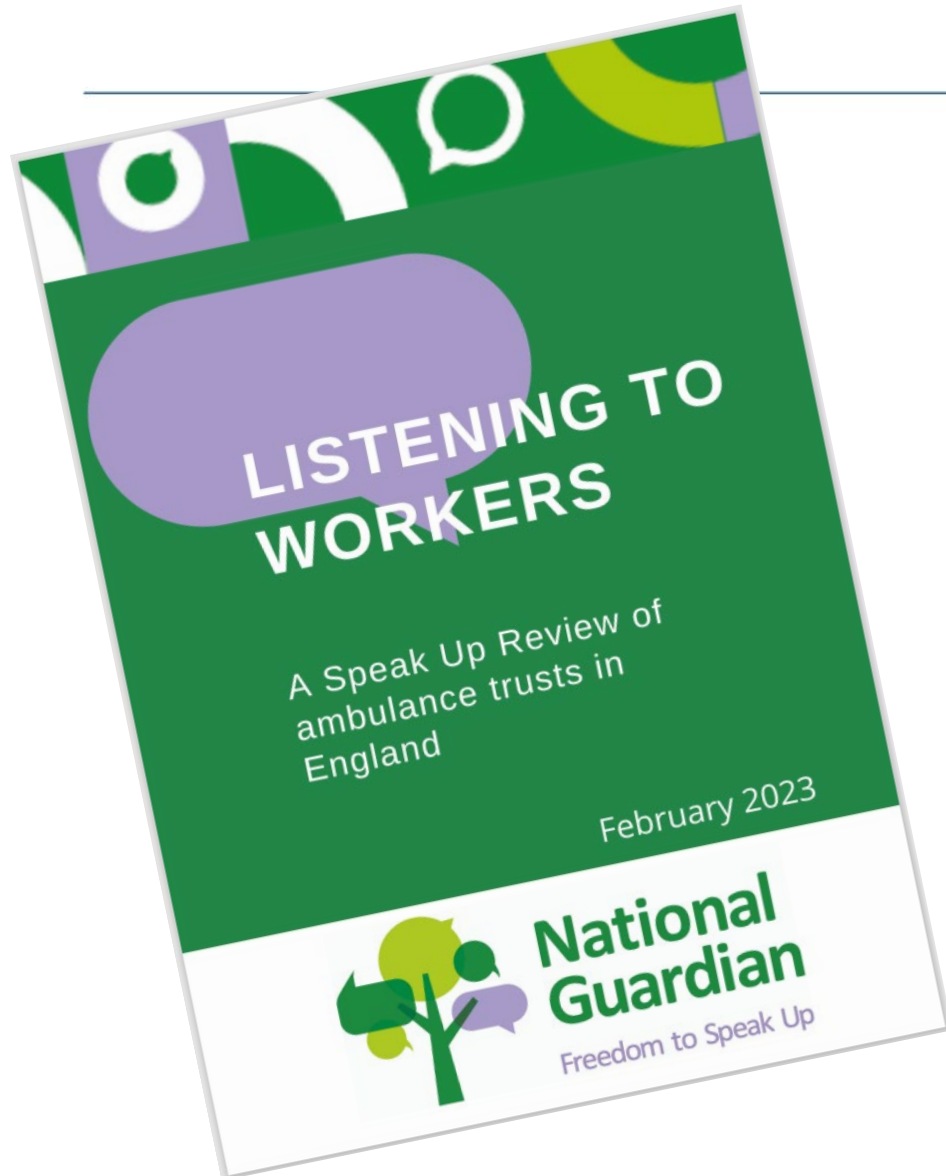
Other reports

- [Listening to workers: a speak up review of ambulance trusts in England](#), Feb 2023 – identifies those who speak up can face intimidation, ostracisation or inaction
- [NHSE culture review of ambulance trusts](#), Feb 2024 – identifies deeply rooted issue of bullying and harassment, including sexual harassment
- [Reducing misogyny and improving sexual safety in the ambulance service: what we know](#), May 2024 – identifies that existing research on sexual harassment amongst paramedics reports a prevalence of 13.7%-16.5%

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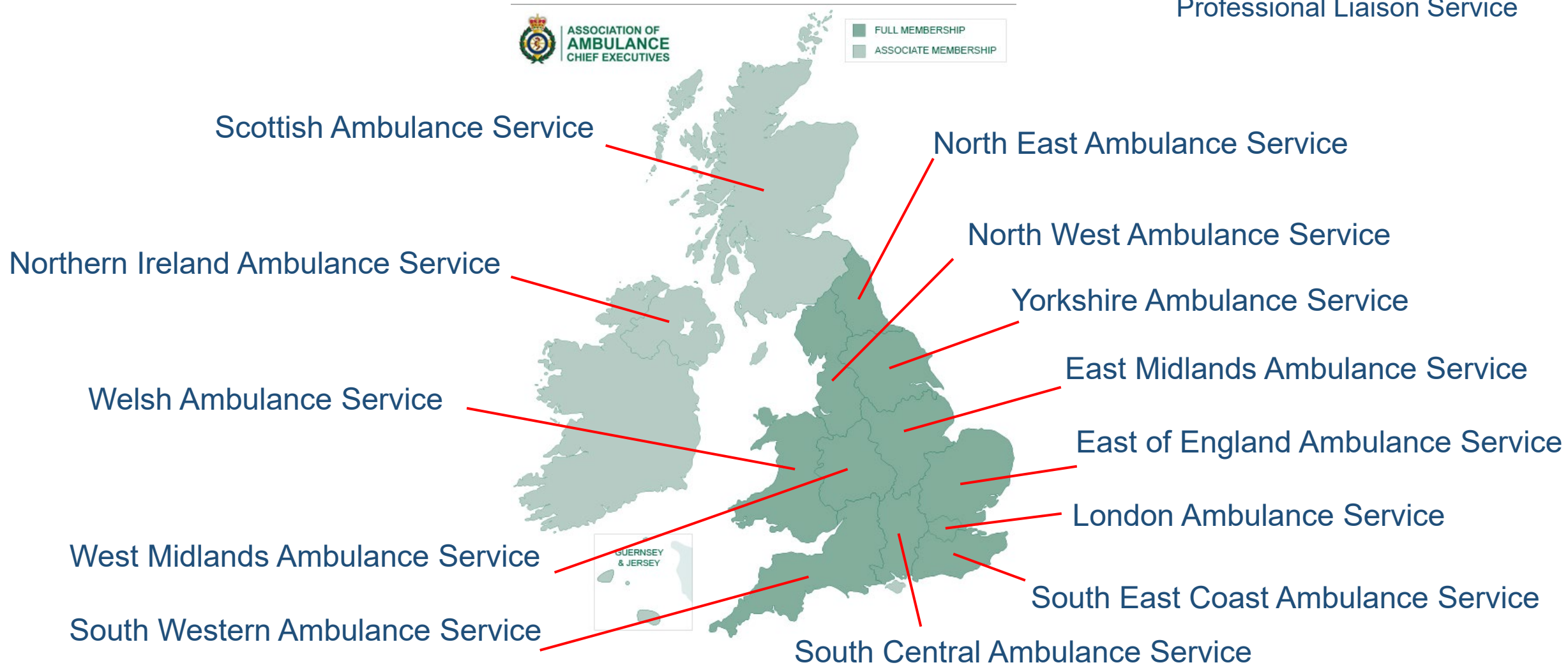
- Command and control leadership model
- Operational pressures
- Focus on operational performance
- Sporadic approach to appraisals and supervision



“It was made clear to me that if I wanted to progress my career there were sexual favours that were required. Nights out, weekends away. You do as we want you to”

“... quite a few inter-personal relationship within the ambulance sector, which stops people wanting to say anything because people were married, related or dating”

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- Predominately male
- Actively built rapport
- Poor cultures
- Strong hierarchal structure
- Marked skews in staff sex ratio
- Weekend work
- Easy access to private spaces

[Bad apples? Bad barrels? Or Bad cellars?, 2017](#)

[Sexual misconduct in health and social care: understanding the types of abuse and perpetrators moral mindsets, 2019](#)