

NCA response to query raised by committee members in the Joint Health Overview and Scrutiny Committee Meeting on 24 June 2026 - Sexual Safety

Question 1: Sexual Safety Incidents

The Chair requested that an update be provided on the outcomes of sexual safety incidents in relation to the Urgent Business item at the previous meeting.

NCA Response – NCA contact: Gertie Nic Philib (Chief People and Strategy Officer)

Earlier this year, the NCA launched its Unwanted Behaviours Campaign as part of our commitment to creating a culture where everyone feels safe, valued and respected. Unwanted behaviours have no place within our Trust, and all colleagues are expected to demonstrate our values of Care, Appreciate and Inspire, treat others with kindness and respect, and take action if they experience or witness inappropriate, unwanted or harmful behaviour. Clear and accessible reporting routes are available, and every voice matters.

In support of the national NHS campaign encouraging survivors of sexual assault to seek support, the NCA has also launched its Sexual Safety at Work Policy. The policy outlines expected standards of behaviour and our commitment to taking all concerns seriously and investigating reports appropriately. Creating a safe workplace is a shared responsibility, and support is available for anyone who needs it.

The slides being used as part of the Unwanted Behaviours Communication Strategy are attached for information.



Unwanted_Behaviours_Stage_2_Screens

It would not be appropriate to provide details of the outcomes relating to specific cases. An item on staff experience is on the workplan for the JHOSC meeting in December 2026, where we will provide a further update.

Previous Update provided to JHOSC (For Information):

Below is the NCA response to a query raised at the JHOSC meeting on 26 February 2026.

JHOSC Question (26 February 2026)

The second item of Urgent Business was a request from Councillor Fitzgerald around media reports of 200 sexual safety incidents at the NCA, and it was queried whether this should be on the IPR. It was agreed that a response to this would be circulated to the committee via Constitutional Services.

NCA Response (shared with Jack Grennan, 11 June 2026)

The Northern Care Alliance (NCA) is signed up to the NHS sexual safety charter and has made significant progress towards compliance with national expectations. Strong foundations are in place with named executive and operational leads in place, a comprehensive sexual safety policy has been

launched with supporting wellbeing tools. National e-learning training is available to colleagues alongside an active allyship programme. Anonymous reporting mechanisms are available, and a developing communications and culture programme is in motion. Feedback from our colleagues through the national staff survey is used to inform action and incidences are monitored. Oversight on numbers of cases is currently delivered through the People Governance structures. Further work is being considered to strengthen executive/board reporting on specific cases including relevant data and learning. Quarterly reporting is submitted to the regional Improving Sexual Safety Forum established to discuss serious cases. This information is not appropriate for inclusion in the Integrated Performance Report (IPR), however cases are monitored via the relevant NCA People Governance routes.