



Since October 2020 our work to improve the organisation culture has resulted in:

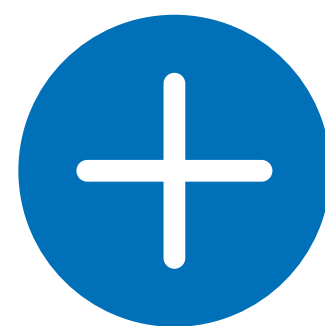
2,064

people completed the **2020 Workplace Harassment Survey**

(2,548 free text responses of comment, view, opinion)



The **culture support team** is now working with



23

areas across the Trust

Over



70
interventions established

703

sessions with advice / support to staff and managers provided by the culture support team to date, with potential positive impact on

4,775

in the workforce



Access to culture support has been provided **Monday to Sunday** with sessions occasionally at nights and weekends



226

people have spoken up to **FTSU**



Managers have completed

2,279

modules of **Manager Passport Training** which now include input on **values and behaviors**

83

employee relations cases allocated to **independent investigators**



8

people who said they may have **taken their own life** have been able to talk through their own experiences and received signposting to professional support internally and externally



Multiple victims of rape, sexual abuse, sexual assault, race discrimination, bullying and harassment have had a safe space to talk about their issues and experiences inside and outside of work, and have taken the time to identify why they think things have been happening

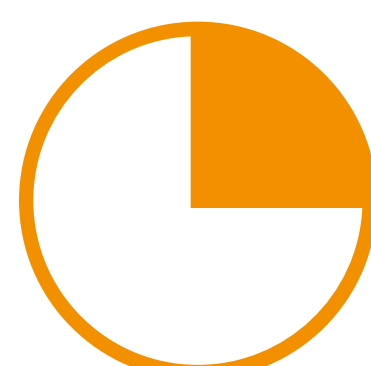


10

people are no longer with the Trust who were barriers, perpetrators or enablers

60

individual **ELT culture change actions** between **January** and **April**



Since **September 2020** the trust has progressed

104

disciplinary cases of inappropriate conduct.