



## Cyfarwyddiaeth Pobl a Diwylliant People and Culture Directorate

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Jenny Rathbone  
Equality and Social Justice Committee  
Senedd Cymru  
Bae Caerdydd  
Caerdydd  
CF99 1SN

Dear Jenny

### **Committee inquiry: the public health approach to preventing gender based violence**

I have received your letter to Jason Killens today in relation to providing evidence at the above committee and can reassure you that we are committed to our role in supporting this agenda and apologise that our response has not reached you. Jason is on leave until next week so given the urgency and importance of the request I am responding on his behalf.

The following information was submitted by email to Welsh Government on 11 September 2023 following an urgent request through the Assistant and Deputy Director of Workforce and OD group to provide a summary of activities in WAST:

- The introduction of learning sessions for all colleagues to raise awareness on misogyny and sexual misconduct, with a focus on the link between culture and escalating behaviour.
- The introduction of active bystander training for all colleagues.
- Collaborative sexual safety initiatives with external partners.
- Training from safeguarding for all staff and volunteers about gender-based violence and modern day slavery, what to be aware of/ look out for, how to make a referral with and without consent if necessary to relevant agencies.
- Safeguarding and violence and aggression leads easily accessible for staff to discuss concerns and promotion of the Wales safeguarding app.
- The safeguarding team ran a conference a few months ago with keynote speakers talking about this issue and highlighting positive interventions from our colleagues and for our colleagues.
- Additional support for staff is included in our wellbeing offer and through referral to live fear free. We have an EAP (24/7 support), wellbeing team and clinical psychologists

Mae'r Ymddiriedolaeth yn croesawu gohebiaeth yn y Gymraeg neu'r Saesneg, ac na fydd gohebu yn Gymraeg yn arwain at oedi

The Trust welcomes correspondence in Welsh or English, and that corresponding in Welsh will not lead to a delay

[www.ambulance.nhs.wales](http://www.ambulance.nhs.wales)

Anfonwch unrhyw ohebiaeth i'r cyfeiriad canlynol:-

Please forward any correspondence to the following address:-

Beacon House  
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01633 626262

and access to Canopi as all NHS staff, and the ambulance services charity (TASC) which includes a 24/7 crisis line for ambulance staff.

We have since also received an update from our safeguarding team so can add the following activity:

- We have a 5-year training plan in place to educate our staff on the prevention, early intervention, and action to take whenever these concerns are identified. This training facilitates raising awareness of these issues including the impact of this form of violence on patients/service users, their families and on the workplace when the victim is a member of staff. The training plan includes Group 1, 2, 3 and 6 in accordance with the WG National Training Framework, which supports our compliance with the requirements of the VAWDASV Act 2015. All employees complete Group 1, frontline staff complete Group 2 "Ask and Act", identified champions complete Group 3 and senior management complete Group 6.
- WAST has a digital referral pathway directly to Live Fear Free which is utilised by staff and managers for seeking advice as well as referring individuals involved in these issues. Local authority is also informed when the circumstances require their intervention.
- The framework for supporting early identification and intervention is supported by the WAST **VAWDASV "Ask and Act" policy** which has been in place since Nov 2019. It acknowledges that within its workforce there are potentially a significant number of employees who have experienced or who are currently experiencing abuse in their personal or professional lives and those who are perpetrators of abuse. Any identified perpetrators employed by WAST are dealt with under section 5 of the Wales Safeguarding Procedures and WAST internal disciplinary process as needed. WAST Roles and responsibilities are clearly outlined within the policy.

I am sorry that the above information clearly did not reach the committee in a timely manner. I hope I have provided you with an appropriate level of reassurance that WAST understand and are actively participating in addressing this issue.

Yours sincerely



Angela Lewis  
Director of People and Culture