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Bwrdd Iechyd Prifysgol  
Caerdydd a'r Fro  
Cardiff and Vale  
University Health Board

**Executive Headquarters / Pencadlys Gweithredol**

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**Suzanne Rankin**  
**Chief Executive**

20 September 2023

**Private & Confidential**

Ms Jenny Rathbone MS  
Chair, Equality and Social Justice Committee  
Welsh Parliament  
CARDIFF BAY  
Cardiff  
CF99 1SN

Dear Ms Rathbone

Thank you for the opportunity for Cardiff and Vale UHB to contribute to the Equality and Social Justice Committee Inquiry into the public health approach to preventing gender-based violence.

The question you raise is “how statutory services deal with allegations of gender-based violence internally and to set out what procedures are in place for handling allegations of gender-based violence raised by or against employees.”

Gender-based violence by, or against, employees is taken very seriously within the Health Board. The People Assurance & Experience team and the Safeguarding team oversee all allegations of gender-based violence. The Adult Safeguarding procedures are instigated and all alleged cases of gender-based violence will always be reported to the Police and Local Authority to ensure multi-agency referral and oversight. Employees are also encouraged and supported to self-report directly to Police.

The UHB is committed to taking their responsibilities to protect employees from gender-based violence;

- Giving assurance to employees they will be heard with confidentiality
- Freedom to Speak Up process is promoted to ensure they are aware they can always contact senior members of the Executive and Board
- Assurance to employees their voice is heard and we will work with them to ensure they feel safer in the workplace
- Enforce and monitor compliance to the Lone Worker policy
- All employees identified at risk are provided with health and safety personal alarms
- Employees who have reported gender-based violence will not be moved from the work environment but the alleged perpetrator will be moved

Bwrdd Iechyd Prifysgol Caerdydd a'r Fro yw enw gweithredol Bwyrd Iechyd Lleol Prifysgol Caerdydd a'r Fro  
Cardiff and Vale University Health Board is the operational name of Cardiff and Vale University Local Health Board

*Croesawir y Bwrdd ohebiaeth yn Gymraeg neu Saesneg. Sicrhawn byddwn yn cyfathrebu â chi yn eich dewis iaith. Ni fydd gohebu yn Gymraeg yn creu unrhyw oedi*  
The Board welcomes correspondence in Welsh or English. We will ensure that we will communicate in your chosen language. Correspondence in Welsh will not lead to a delay



- Health & Safety team are integral to review any identified work-based risks and incidents
- The Executive Nurse Director is responsible for all safeguarding which includes any reports of gender-based violence and there is a monthly Executive oversight of all professional safeguarding concerns
- The Board receive training and awareness of all forms of gender-based violence and are briefed on all employee's gender-based violence within hospital environments

Training is key to ensure employees are informed as to what constitutes gender-based violence and how to deal with any concerns. One of the main policies is the Violence Against Women Domestic Abuse and Sexual Violence (VAWDASV).

The implementation of the Violence against Women, Domestic Abuse and Sexual Assault (Wales) Act 2015 has seen a change in the referrals, training and width and breadth of the domestic abuse agenda within the UHB.

The Regional Multi-Agency Domestic Abuse Strategy for Cardiff and Vale incorporates a plan to address service need and training actions across the locality of Cardiff and Vale of Glamorgan council area. The UHB is fortunate to have four health Independent Domestic Violence Advisors (IDVA); this service is available for employees. Domestic abuse and other forms of violence can impact negatively on an employee's health and wellbeing and staff morale. The health IDVA supports staff members experiencing domestic abuse, and within the reporting period 2022-2023 has received 45 referrals. The health IDVA has supported the staff by completing regular risk assessments and working in a client-led way to develop safety plans for them at home and in work; this includes working closely with managers, the UHB Health and Safety team and UHB security. The health IDVA has also worked closely with the Health and Safety team to put in a successful bid to the Health Charity for lone worker devices for staff experiencing domestic abuse and stalking.

In summary, we are working on a multi-faceted approach to ensure that we have a safe culture, where individuals feel empowered to call out and report any poor behaviour. When gender-based violence occurs in the workplace, we have policies to ensure that individuals are dealt with appropriately while supporting those who raise concerns. Finally, we are very clear as a Health Board what our values are, and how we operate a zero-tolerance approach to any form of gender-based violence.

Yours sincerely



**Suzanne Rankin**  
**Chief Executive**