



 <p>Iechyd Cyhoeddus Cymru Public Health Wales</p>	<p>Name of Meeting People and Organisational Development Committee</p> <p>Date of Meeting 14 October 2025</p> <p>Agenda item: 13</p>
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Policy / Procedure Approval Report

Section 1 - Policy / Procedure Information

Policy / Procedure Title	All-Wales Anti-Sexual Harassment Policy
Policy Lead	Welsh Partnership Forum
Lead Executive	Neil Lewis
PHW / All Wales?	All Wales
Date of last Review	New Policy
Is the current policy / procedure within review date?	N/A
Approving Body /Group	People and Organisational Development Committee
Version Number	1

Section 2: Recommendation

APPROVE <input checked="" type="checkbox"/>	CONSIDER <input checked="" type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input type="checkbox"/>
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The Committee is asked to:

- **Consider** the policy and the Equalities Impact Assessment
- **Approve** the All-Wales Anti-Sexual Harassment policy.
- **Note** that the Leadership Team have considered the policy and have given approval via email.



Section 3 – Details of the Review:	
Background:	
Reason for review	This is a new Policy
Description/Assessment	<p>The policy has been agreed by chairs’ action on behalf of both the Welsh Partnership Forum and the Medical and Dental Business Group, following initial consideration at formal meetings earlier in the summer.</p> <p>Colleagues from People & OD have been involved in the development of this Policy and the national work on Worker Protection Act and sexual harassment, through the All Wales People Network</p>
Consultation	
Has this Policy / Procedure been through the appropriate 28 day consultation process?	Yes
Date range of consultation:	09/09/25 – 08/10/25
Please provide details of any feedback received and outline what changes if any were made to the document as a result:	None
(Add detail)	
Had this policy / procedure been considered by any other groups?	Yes / No
If so, please provide detail of any comments / feedback or amendments made to the documents as a result of this	
(Add detail)	



Section 4: Impact Assessments	
Equality and Health Impact Assessment	See Attached
Welsh Language Impact	The Policy / Procedure will be translated to welsh and available on the internet bilingually.
Risk and Assurance	The implementation of the All Wales Anti-Sexual Harassment Policy directly supports mitigation of Directorate Risk 1724, addressing the risk of non-compliance with the Worker Protection Act (2023). It also contributes to broader strategic and corporate risk management by reinforcing Public Health Wales’ commitment to a safe, inclusive, and legally compliant workplace. The policy acts as a control measure across multiple registers by embedding preventative duties, supporting cultural change, and aligning with equality and socio-economic obligations.
Health and Social Care (Quality and Engagement) (Wales) Act	The Policy supports the implementation of the Health and Social Care (Quality and Engagement) (Wales) Act by reinforcing the principles of both the Duty of Quality and the Duty of Candour. Together, the policy and the Act work to ensure that Public Health Wales operates in a way that prioritises dignity, safety, and continuous improvement—for both staff and service users
Financial implications	Delivering mandatory training for staff and managers to meet the preventative duty under the Worker Protection Act (2023) will require investment in resources, facilitation, and time allocation
People implications	We will need to ensure staff are equipped with relevant guidance, plus any learning and development required, in order to understand and uphold the legal duty to prevent sexual harassment and comply with the All Wales Anti-Sexual Harassment Policy. Similarly, staff will need guidance on how to report harassment. Implementation of the new policy may result in increased reports of harassment.
Socio Economic Duty	The All Wales Anti-Sexual Harassment Policy, alongside the Socio-Economic Duty, reinforces Public Health Wales’ commitment to creating a safe, inclusive, and equitable workplace. Together, they require that anti-harassment measures are not only preventative but also accessible to staff from all



	backgrounds, particularly those facing socio-economic disadvantage.
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Section 5 - Implementation

The All Wales Anti-Sexual Harassment Policy will be implemented across Public Health Wales through a structured approach that aligns with existing frameworks like the Respect and Resolution Policy and the Disciplinary Policy.

Section 6 – Dissemination

The primary channels for disseminating this policy within Public Health Wales will be the Staff Intranet and The Conversation bulletin.

Recommendations

The Committee is asked to:

- **Consider** the policy and the Equalities Impact Assessment
- **Approve** the All-Wales Anti-Sexual Harassment policy.
- **Note** that the Leadership Team have considered the policy and have given approval via email.