

## 60022 Sexual Harassment in the Workplace

Please can you provide UNISON with the following information about what steps your council as an employer takes to be proactive and systematic in preventing and tackling sexual harassment at work.

Does your council have a policy on sexual harassment in the workplace?

Yes.

- a. Yes - Please attach a copy of this policy or a copy of a document that includes a policy and procedures on this.

The City of Edinburgh Council introduced a Sexual Harassment Policy in 2025. This is published on our Policy Register at:

<https://www.edinburgh.gov.uk/directory-record/1650585/sexual-harassment-policy>

- b. No – Please explain why?

Not applicable.

If you answered yes to question 1, are local authority-maintained schools required to adhere to the same policy?

- a. Yes
- b. No

Yes. Our Sexual Harassment Policy applies to all colleagues employed by the Council.

Does your council have training initiatives in place to address and prevent sexual harassment in the workplace?

- a. Yes - Is the training provided:

1. To all employees? Yes/No
2. To managers on how to support staff who have reported workplace sexual harassment? Yes/No

The Council offers e-learning on Sexual Harassment and will introduce in-person training in 2026. Both these learning offerings are available to all colleagues and offer guidance to all colleagues on how to handle disclosures of harassment in the workplace.

- b. No – Please explain why.

Not applicable.

If you answered yes to question 2:

- a. Is the training delivered:

1. Online
2. In person
3. Hybrid

We offer online e-learning as well as in-person learning.

b. Please provide details about who delivers the training on sexual harassment.

Our learning is delivered by Close the Gap.

For 2023, 2024 and 2025 calendar years, please provide the number of recorded formal and informal complaints made about sexual harassment allegedly perpetrated by council employees against other employees.

Please note that prior to 2024, all such allegations were recorded as 'bullying and harassment' and were not broken down to nature, as such as are only able to provide data from 2024 and 2025. There were seven formal cases raised across 2024 and 2025.

Broken down by:

a. Gender of claimant and alleged perpetrator

Given the small number of cases across 2024 and 2025, the further breakdown is withheld in compliance with the Data Protection Act 2018.

b. The nature of the allegations for example:

1. Unwelcome verbal/banter of a sexual nature
2. Unwelcome physical advances of a sexual nature.
3. Sexual assault

We do not record this level of detail.

c. The number of formal and informal complaints that led to the perpetrator being:

1. Given a warning.
2. Suspended
3. Dismissed
4. Other – please state.

As set out above, the precise numbers are withheld. Where there are fewer than five cases, these are shown as, 'Between 1 and 5':

Between 1 and 5 remain on-going at the time of reporting.

Between 1 and 5 resulted in a Final Written Warning.

Between 1 and 5 resulted in dismissal.

Between 1 and 5 ended in resignation.

d. The number of formal and informal complaints that to your knowledge have been referred to:

1. The police for criminal investigation?

None. If it was felt that there was a criminal aspect then we would advise and support the individual to report to the Police. We would not do that on their behalf.

2. The appropriate professional registration body. e, g Social Work England?

In each case, where relevant, the appropriate professional body was notified in line with our policies. This can include GTCS, SSSC or Disclosure Scotland.