

# #That's Not Ok

## Student Safety Campaign

*The College of Paramedics, supported by the Health and Care Professions Council (HCPC) and The Ambulance Service Charity (TASC) are proud to speak out in favour of learner safety.*

### **Guidance Document** v1 (September 2025)

This guidance document serves as the centralised resource for the Student Safety Campaign #That's Not Ok.

It provides information on key themes including sexual safety, peer-to-peer respect, active listening, being a safe space, and directing students to support resources. The campaign aims to foster a culture of safety, respect, and inclusion across paramedic education settings.

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### **Governance and Policy Foundations**

**Regulatory Standards:** All paramedic learners must be educated within HCPC-approved programmes that align with the Standards of Conduct, Performance and Ethics.

**Sexual Safety Charter:** [NHS England's Sexual Safety Charter](#) outlines ten principles for eradicating sexual misconduct in healthcare settings, [NHS Scotland's Sexual Harassment Guide](#) provides support for employees and learners experiencing challenging behaviours, as does the [Welsh Respect and Resolution Policy](#). In addition [Condition 6, the OfS regulation](#) outlines expectations relating to incidents of harassment and/or sexual misconduct which affect students.

**Organisational Accountability:** Boards and education providers must ensure governance structures are in place to monitor, escalate, and respond to learner and student safety concerns.

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### **Prevention and Culture**

**Zero-Tolerance Culture:** Promote a culture of openness and transparency where sexually inappropriate behaviour is not tolerated.

**Education and Training:** Core training for all students on professional boundaries, consent, and respectful behaviour. Specialist training for educators and placement supervisors on identifying and responding to sexual misconduct.

**Codes of Conduct:** Students must adhere to HCPC's guidance on ethical behaviour, including maintaining professional boundaries and reporting concerns.

## Support Structures

**TASC Sexual Safety Support Service:** Independent, confidential support for ambulance staff and student paramedics affected by sexual harassment or violence. Not affiliated with employers; no obligation to report unless the student chooses to.

**Freedom to Speak Up Guardians:** Available in all NHS organisations to support students in raising concerns safely and confidentially.

**Education Provider Student Support Services:** There will be various support services available through each individual provider.

## Campaign Pledges

Individuals can choose the pledge that they feel most aligned with and sign up. They may choose to wear a lanyard or badge to signify their alignment with the pledge. An individual can sign up to as many pledges as they wish and may wear whichever lanyard/badge they feel most comfortable with.

Organisations may also sign up to the overall campaign and #ThatsNotOk pledge.



### #ThatsNotOk

A pledge to speak out against poor behaviour, including harassment, bullying, discrimination, and sexual misconduct. It promotes a culture of safety, respect, and dignity for all students.



### #ItsNotBanter

A peer-to-peer pledge to challenge inappropriate behaviour disguised as humour. It encourages students to reflect on their actions and support those affected by harmful 'banter'.



### #LetsTalk

A pledge to act as a safe space for students, listen actively and compassionately, and direct them to appropriate help and guidance. It promotes empathy, discretion, and visible support.

## Learner and Student safety

Learners must be informed about how to report safety concerns, bullying, harassment, or inappropriate behaviour.

Learners should be educated on maintaining professional boundaries with patients, colleagues, and supervisors.

They should be protected from discrimination or exploitation in the workplace.

Supervisors must model appropriate behaviour and intervene if boundaries are crossed.

Supervisors must ensure learners are not left alone in unsafe situations.

The practice environment must have clear policies on sexual harassment, abuse, and misconduct.

There should be a zero-tolerance approach to any form of sexual harm, whether from staff, patients, or other learners.

All incidents involving learners should be documented and reviewed to improve safety practices. The Education Provider should be made aware of any incidents or allegations.

Learners who raise concerns will be listened to and supported, ensuring they are heard, believed, and protected.

## Guidance on Being a Point of Contact and Peer to Peer support

Individuals acting as points of contact should:

- Be approachable and maintain confidentiality.
- Listen actively and without judgement.
- Be informed about support services and escalation pathways.- Know when and how to escalate concerns appropriately.
- Encourage students to speak up and reassure them of support.

## Resources and Escalation Pathways

- TASC Sexual Safety Support Service: Independent, confidential support for ambulance staff and students.
- Freedom to Speak Up Guardians: Available in all NHS organisations.
- Institutional Safeguarding Teams: For formal reporting and support.
- HCPC Standards and NHS Sexual Safety Charter: Regulatory frameworks.

# That's Not OK

**Student Support Services: University-based wellbeing and counselling services**

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## **Student Safety Pledge: #ThatsNotOk**

**As an educator, mentor, or professional in paramedic education, I pledge to:**

- **Champion a culture of safety, respect, and dignity** for every student, regardless of background, identity, or role.
- **Speak out against poor behaviour**, including harassment, bullying, discrimination, and sexual misconduct—because silence is not safety.
- **Listen to and support students who raise concerns**, ensuring they are heard, believed, and protected.
- **Model professional boundaries and ethical conduct**, setting the standard for **respectful interactions in all learning and clinical environments**.
- **Promote transparency and accountability**, encouraging open dialogue and continuous improvement in safeguarding practices.
- **Empower students to say “That’s Not OK”**, and ensure they know where and how to seek help safely and confidentially.
- **Commit to ongoing education and reflection**, recognising that safety is a shared responsibility and a continuous journey.

**Together, we create a learning environment where safety is not optional—it’s foundational.**

# It's Not Banter

**Peer-to-Peer Safety Pledge – #ItsNotBanter**

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## **Peer-to-Peer Safety Pledge – #ItsNotBanter**

**As a student, peer, and future paramedic, I pledge to:**

- **Respect my fellow learners** and foster a culture of kindness, dignity, and inclusion.
- **Challenge poor behaviour**, especially when it’s masked as “banter” that causes harm or discomfort.
- **Speak up when I see or hear something that’s not OK**, knowing that silence can be complicity.
- **Support those affected by inappropriate comments or actions**, and never dismiss their experiences.
- **Reflect on my own words and actions**, recognising that what feels like a joke to one person may feel unsafe to another.
- **Encourage open conversations** about boundaries, respect, and wellbeing.
- **Be an ally to those who feel marginalised or unsafe**, and help create a learning environment where everyone belongs.

**Because real camaraderie is built on respect—not ridicule.**

# Let's Talk

## Safe Space Pledge – #LetsTalk

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### Safe Space Pledge – #LetsTalk

As a peer, educator, or professional, I pledge to:

- **Be a safe space** for students to share concerns, experiences, and feelings without fear of judgement or dismissal.
- **Listen actively and compassionately**, recognising that being heard is the first step toward healing and safety.
- **Respond with empathy and discretion**, never minimising or ignoring what someone shares.
- **Direct students to appropriate help and guidance**, including trusted support services, safeguarding leads, and professional resources.
- **Stay informed** about the pathways available for students seeking help, including Freedom to Speak Up Guardians, TASC, and institutional safeguarding teams.
- **Respect confidentiality**, while ensuring safety and escalation when needed.
- **Encourage others to be #HereToListen**, creating a culture where support is visible, accessible, and trusted.

**Because being present, listening, and guiding can change lives**