

#MeToo: Breaking the Silence within Critical Care Nursing

BACCN

7th Oct 2025

Prof. Rosalind Searle, PhD., FASS, FIAAP,
FBPS, Academic (FCIPD), Chartered
Psychol (occupational)

**WORLD
CHANGING
GLASGOW**

NIHR | National Institute for
Health and Care Research

 professional
standards
authority
for Health and Social Care



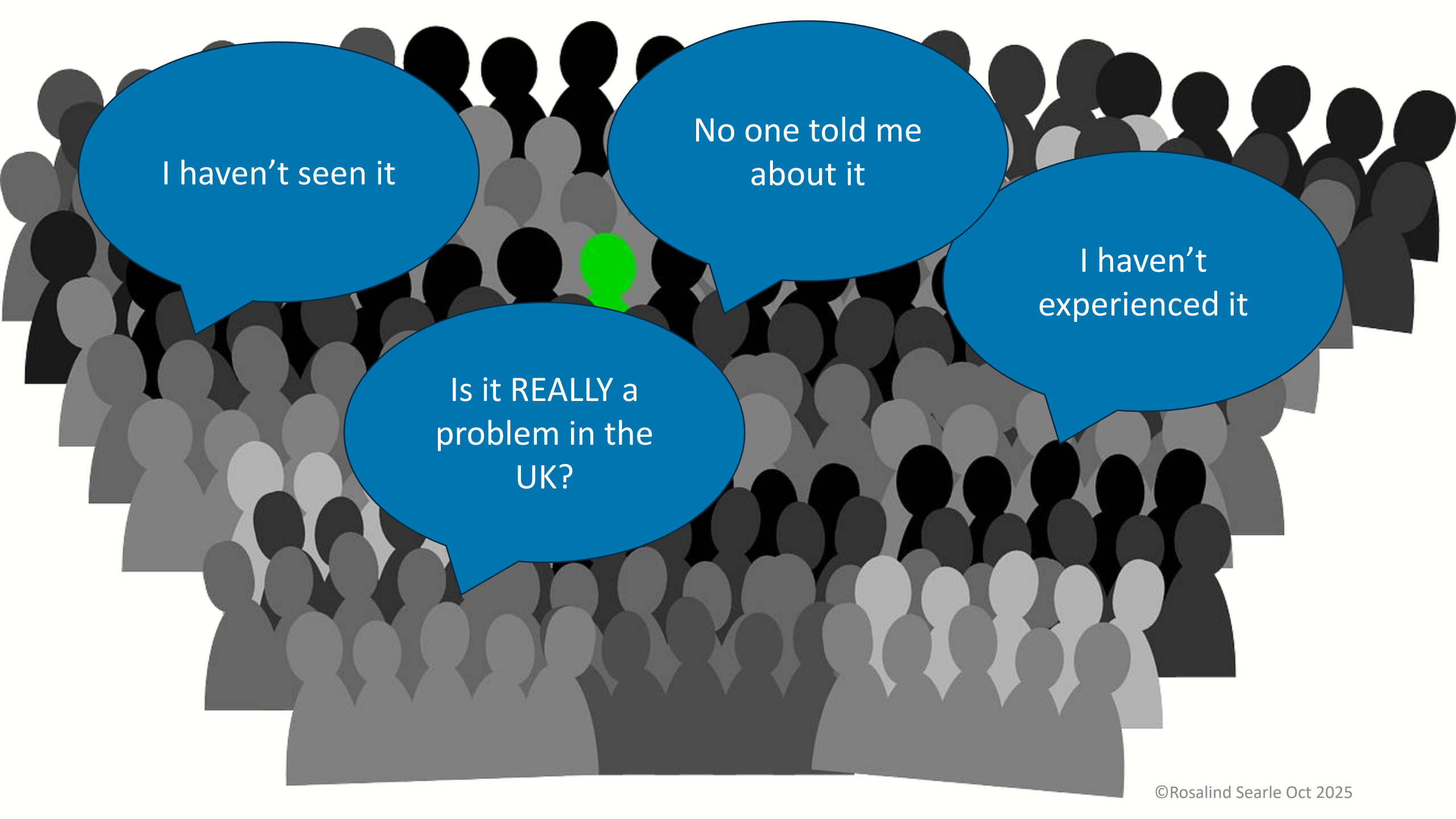


Warning and challenge

- Sensitive topic discussion that may cause distress

Sexual Harassment: Cut It Out

- NHS Greater Glasgow and Clyde takes a zero tolerance approach to sexual harassment in all its forms. It is important that any staff member who has experienced or is experiencing sexual harassment, feels able to come forward, report it and access the support that is right for them. For anyone who has experienced or witnessed sexual assault, this can include reporting the incident to Police Scotland
- To ensure all our staff are aware of the support that is available to them, and the options open to them to report or raise concerns about sexual harassment, we are rolling out our Cut It Out programme throughout 2024 to:
- Demonstrate zero tolerance for sexual harassment and other forms of harassment, across NHSGGC.
- Build the trust, confidence and knowledge of staff when raising concerns, so they know they will be dealt with appropriately
- Ensure managers are equipped to deal with issues that are raised
- Let all staff know what is and is not appropriate in the workplace.
- Put in place the right support for people who experience sexual harassment.
- If you believe you or one of your colleagues has experienced sexual harassment or any other form of harassment, please contact our Bullying and Harassment confidential helpline on 0141 201 8545 or the HR Support & Advice Unit.



I haven't seen it

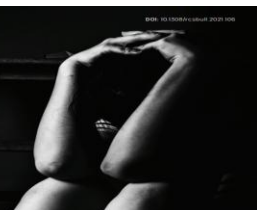
No one told me
about it

I haven't
experienced it

Is it REALLY a
problem in the
UK?

Prevalence in health care & nursing

**Sexual assault
in surgery: a
painful truth**



OXFORD

REVIEW

A peek behind the curtain: An integrative review of sexual harassment of nursing students on clinical placement

Ella Smith BN (Hons), RN¹  | Janice Gullick RN, PhD, M. Art, BFA, Associate Professor, LHD Product Owner^{1,2}  | Dawn Perez BN (Hons), Associate Lecturer – Clinical Education Specialist, PhD Candidate^{1,3} | Rochelle Einboden BScN, MN, PhD, Associate Professor, Adjunct Associate Professor, Honorary Lecturer^{1,3,4} 

Surviving in scraps:

sexism, sexual harassment, and assault in the primary care workforce



Contents lists available at [ScienceDirect](#)

SSM - Qualitative Research in Health

journal homepage: www.journals.elsevier.com/ssm-qualitative-research-in-health



Journal of
Clinical Nursing WILEY

Cultural factors in reporting: A paradigmatic case study of sexual abuse

is Garippa ^b 

University of Glasgow, Glasgow, UK

Work harassment in the UK and US nursing context

Published online by Cambridge University Press: **29 March 2019**

Ben Farr-Wharton, Yvonne Brunetto , Mathew Xerri, Art Shriberg, Stefanie Newman and Joy Dienger



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Different audiences & reactions to this talk



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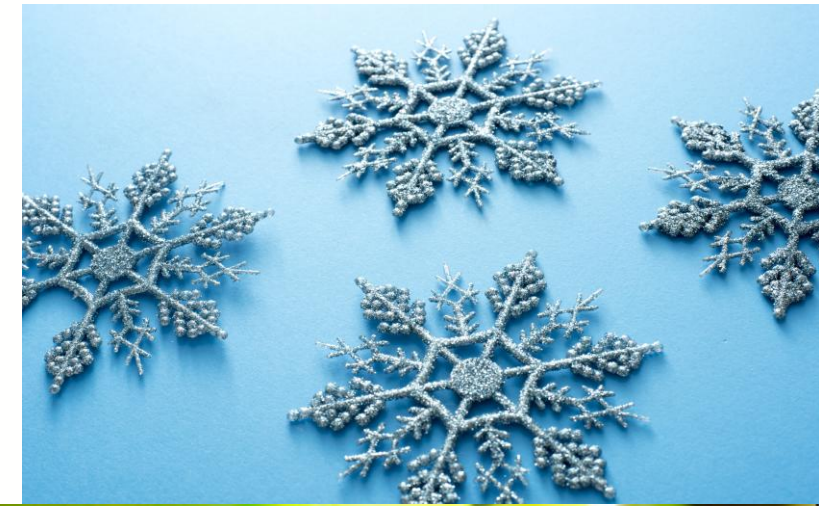
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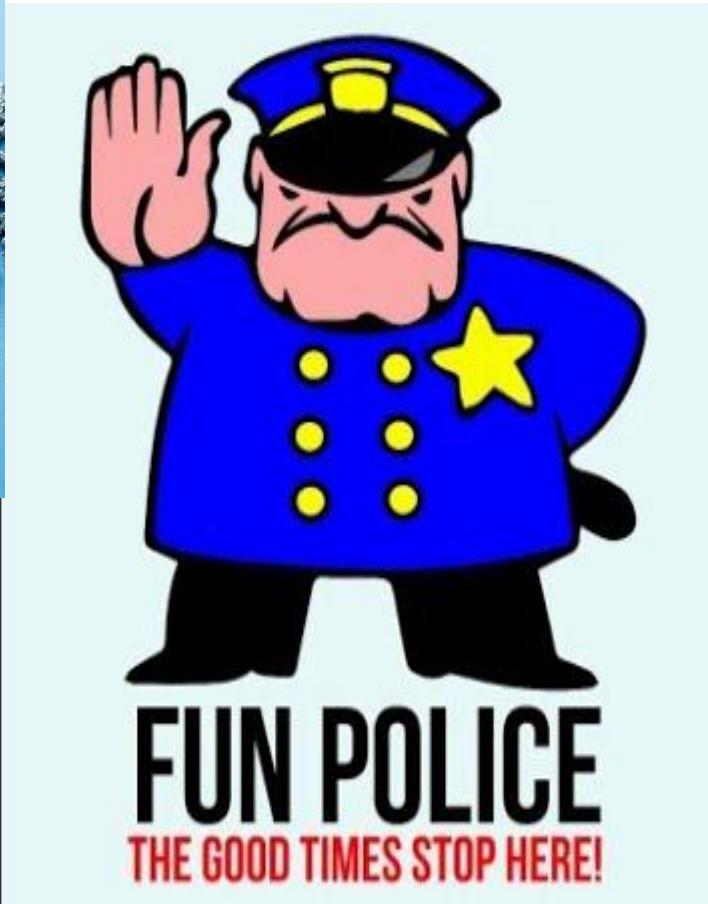


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Myths of sexual harassment and abuse



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Why is this such a hard topic for health & social care workforces?



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Trauma of SHA

Loss of
Agency

Loss of
Control



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Enduring concern

Social

Cultural

Structural



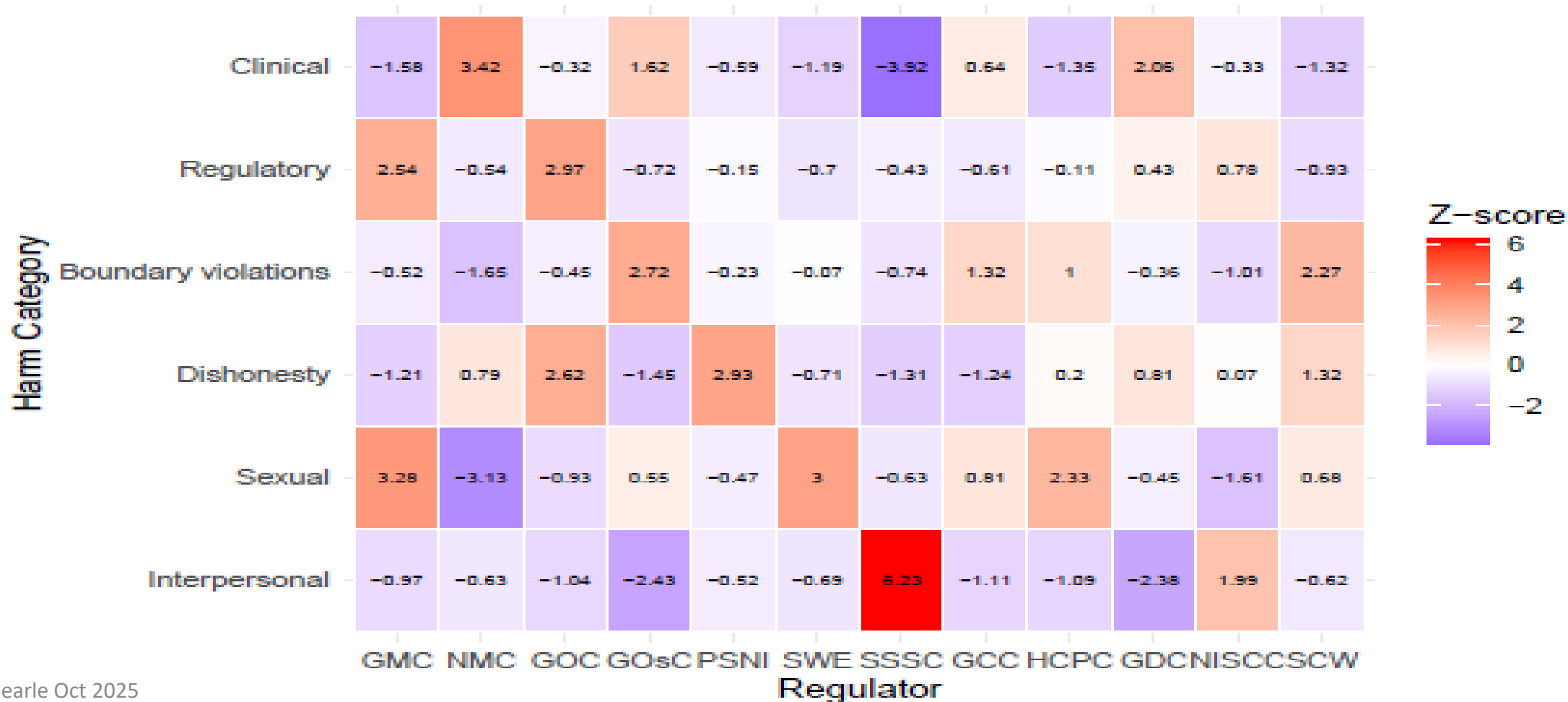


Understanding harms from F2P 2020-2021

Searle & Garippa under review



Heatmap of Z-scores in Contingency Table





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Nurse are targets Searle 2019



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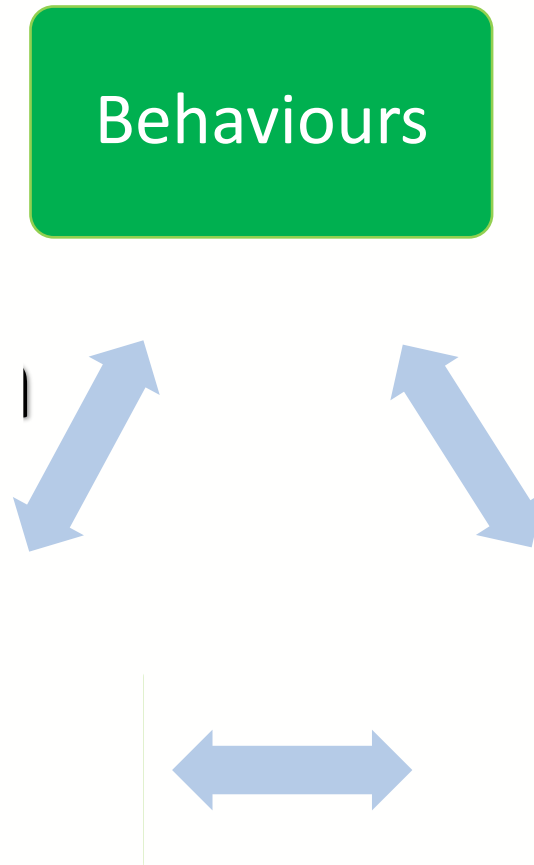
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Understanding factors contributing to Professionals' misconduct

Searle 2025





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Perpetrator unreliable witness of their own behaviour (Searle et al, 2025)



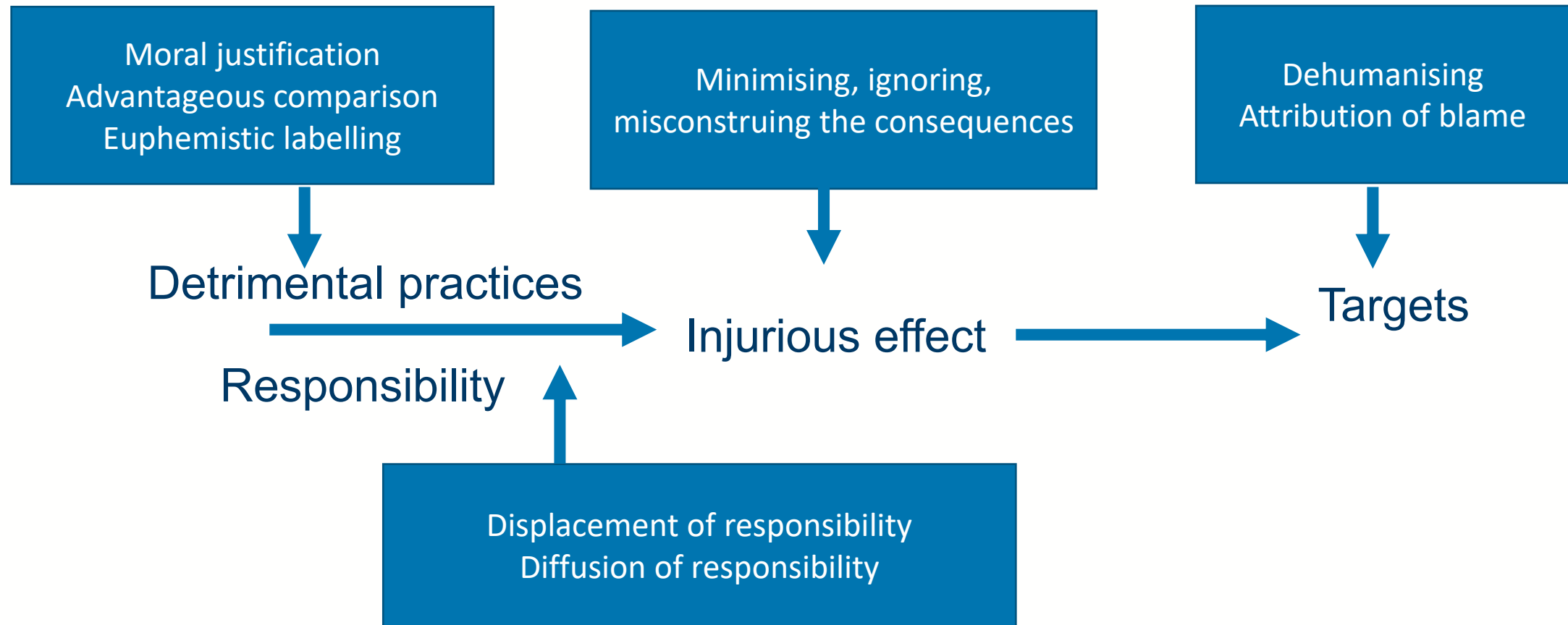
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Instigator's Cognitive reframing - Moral disengagement

(Searle 2019, 2025, Searle et al, 2025)





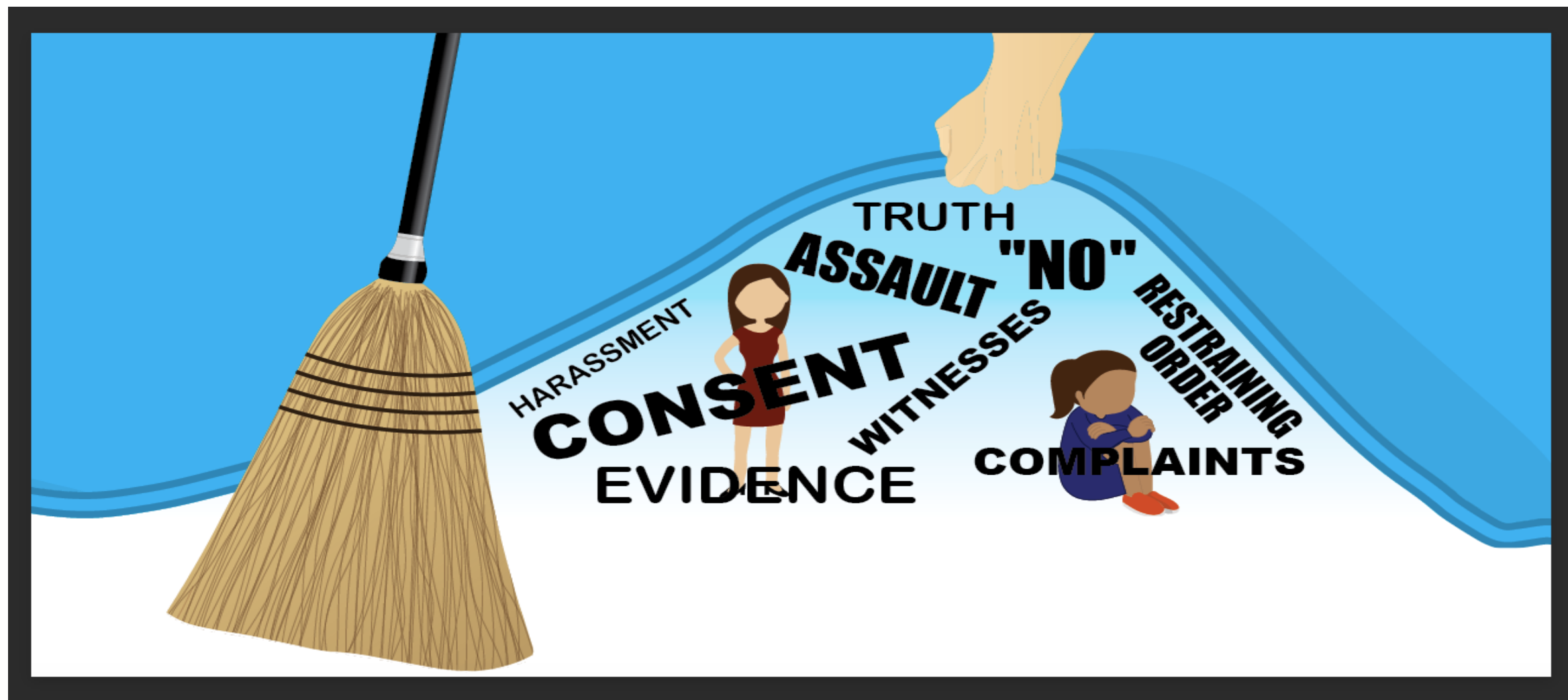
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Experiences of raising sexual harassment & abuse





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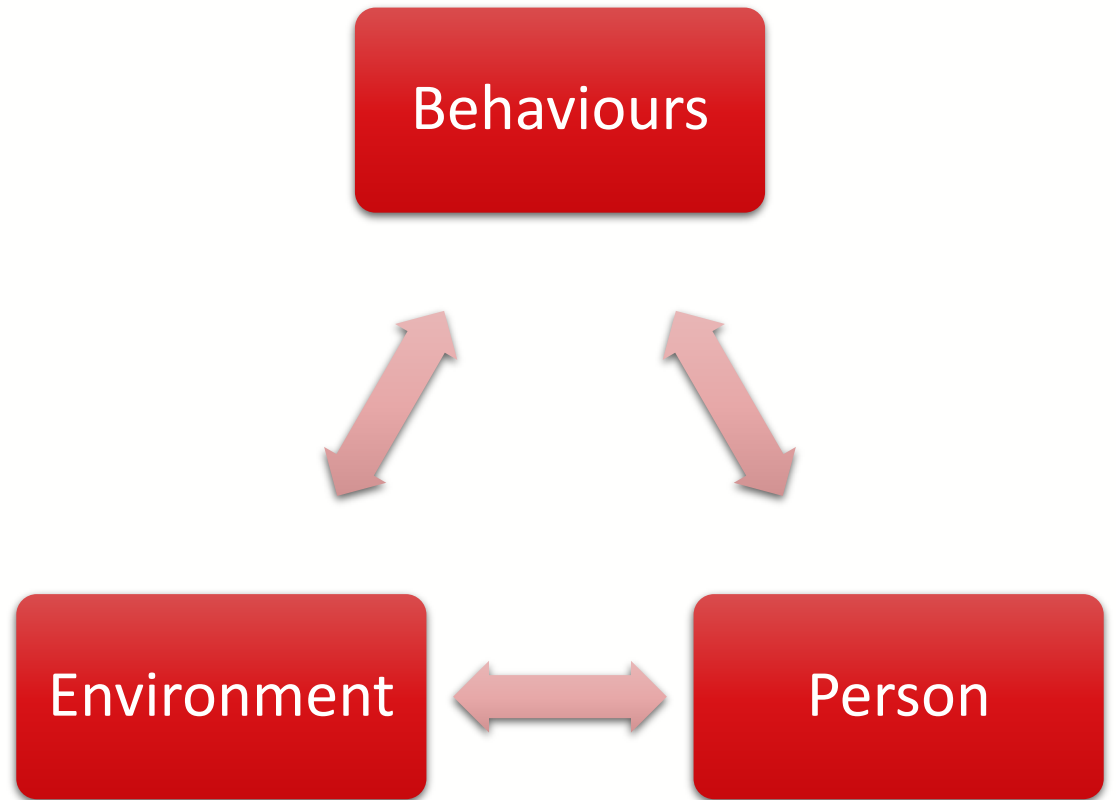




Applying preventative medical framework (Searle at al, 2025, Searle, 2025)

- Primordial prevention - focus on social and environmental conditions
- Primary - prevent the onset for susceptible population or individual by reducing risk factors.
- Secondary - early detection and prompt investigation & sanction
- Tertiary - manage and improve the quality of life for those with chronic level?
- Quaternary – Support for return to work

3 new animations launching Nov 2025





Training -
values &
norms - EDI

Key Targets

Vul to
depletion

Self-
depleting
working
hours

Inadequate
Reporting
&
Sanctions

Lack of
Manag
attention

Upstanding

Toxic hotspots

Professional
environment & culture

**Key
Takeaways**
what can we
do?

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Searle, R.H. Bowen, E. & Stone L. (2024). Health Promotion Strategies to Reduce Sexual Harassment In L. Stone, R.H. Searle, E. Waldron C. Phillips,, & K. Douglas, (Eds.), *Sexual harassment and abuse of doctors, by doctors: Healing medical cultures across the world* Cambridge University Press, Cambridge.

Begeny, C.T., H. Arshad, T. Cuming, D. Dhariwal, R. Fisher, M. Franklin, P. Jackson, G. McLachlan, R.H. Searle and C. Newlands. (2023). Sexual harassment, sexual assault and rape by colleagues in the surgical workforce, and how women and men are living different realities: observational study using NHS population-derived weights. *British journal of surgery*, 110(11), 1518-1526.

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Searle, R.H. (2019). **Sexual Misconduct In Health And Social Care: Understanding Types Of Abuse And Perpetrators' Moral Mindsets**
<https://www.professionalstandards.org.uk/docs/default-source/publications/research-paper/>

Searle, R.H., Rice, C., McConnell, A., & Dawson, J.F.. (2017). **Bad apples? Bad barrels? Or bad cellars? Antecedents and processes of professional misconduct in UK Health and Social Care: Insights into sexual misconduct and dishonesty**. Report into Professionals' Misconduct in Health and Social Care.
<https://www.professionalstandards.org.uk/docs/default-source/publications/research-paper/antecedents-and-processes-of-professional-misconduct-in-uk-health-and-social-care.pdf>

Engender (2022) Enough Is Enough: Tackling Workplace Sexual Harassment In Scotland- <https://www.engender.org.uk/content/publications/Enough-is-Enough---tackling-workplace-sexual-harassment-policy-in-Scotland.pdf>