

## **Suggested Team Intervention Plan**

1. Undertake appreciative inquiry exercise to explore cultural themes and draw on any identified strengths. An example exercise is to ask all colleagues to write an anonymous letter (as if they were writing it to a friend) sharing what it's like to work in the team. Communicate clearly a timeframe, reassurance of confidentiality and make it easy/accessible for these to be shared by email or secure letterbox and ensure those collating are objective to the team.
2. Carry out an informal approach to thematic analysis to present the learning from this exercise, perhaps producing a short report to share with everyone involved. It may be a helpful point to see if any themes align with previous staff survey insights and decide on how you will measure progress moving forwards.
3. Agree a suitable learning plan (topics/suggestions below) that addresses themes raised and ensure FTSU and wellbeing colleagues are included at this point so if anything is triggered for colleagues they have an impartial and safe space to turn to.
  - Invite a professional regulator in to run a learning session.
  - Use the pyramid of escalation as an activity around the conversation of boundaries (asking colleagues to populate the lower level of this pyramid to embed understanding of how sexual predation thrives in an environment of what many think is harmless).
  - Something topical that brings in wider context (E.g The rise of incel activity and online polarisation)
  - Close the whole process with a reflective session for the team and at this point identify your Advocates/Champions to keep momentum going.

## **Tips**

Overcommunicate throughout the whole process to create as much transparency and engagement as possible (even for the cynics).

Be candid about what you learn and don't dilute the facts.

Try to move colleagues on from the desire to defend (this is very common) into an environment of listening. (Refer to [this guide](#) for support)

An important message to land is, we all play our part in moving towards improved understanding, alignment to professional standards and organisational values.