



National Survey of Bullying & Harassment

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ASiT Rouleaux Club representative



- Before I start...

Who are we?



- Est 1976
- Independent
- Educational charity
- Promotes highest standards in surgical training
- Run by trainees *for* trainees
- >3000 members
- Represent medical students and trainees from all surgical specialities – foundation, core and higher!

Resources

- Articles and documents
- Discussion Board
- ASiT Book shop
- Book deals and journal subscriptions
- Special offers
- Sponsors

Medical Students

- Becoming a Surgeon
- Events, Courses, Prizes & Bursaries
- ASiT/Elsevier Surgical Elective Prize
- Student Surgical Societies
- Surgical Society Events
- Surgical Resources
- ASiT Medical Student Representative Election
- ASSETS
- Image library
- Video library
- Podcast library
- Links
- Blogs
- Jobs

Medical Students

ASiT Medical Students

Welcome to the medical student pages of the new Association of Surgeons in Training website. We have tried to develop a useful one-stop-shop for students wanting to find out about careers in surgery, without replicating the extensive resources already available online. ASiT members will have full access to these pages as well as the student forum, in which you can ask advice about surgical careers, and discuss and debate current topics affecting students interested in surgery.



Becoming a Surgeon

Surgery is a diverse specialty with 9 defined specialties within the umbrella of surgery to cater to the interests and skills of individuals.



Events, Courses, Prizes & Bursaries

Enhance your surgical CV by attending surgical events, with a particular slant for students, and competing for prizes etc



ASiT/Elsevier Surgical Elective Prize

ASiT are pleased to offer for the first time the ASiT/Elsevier Surgical Elective Prize.



Student Surgical Societies

Find out about the Student Surgical Societies that exist in many universities throughout the UK here.



Surgical Society Events

Student Surgical Societies often host fantastic courses and events for medical students from anywhere in the UK. Here's information on the forthcoming events available to Students.



Surgical Resources

This section contains useful links and details that act as a useful resource to complement what is available on this site.



ASiT Medical Student Representative Election

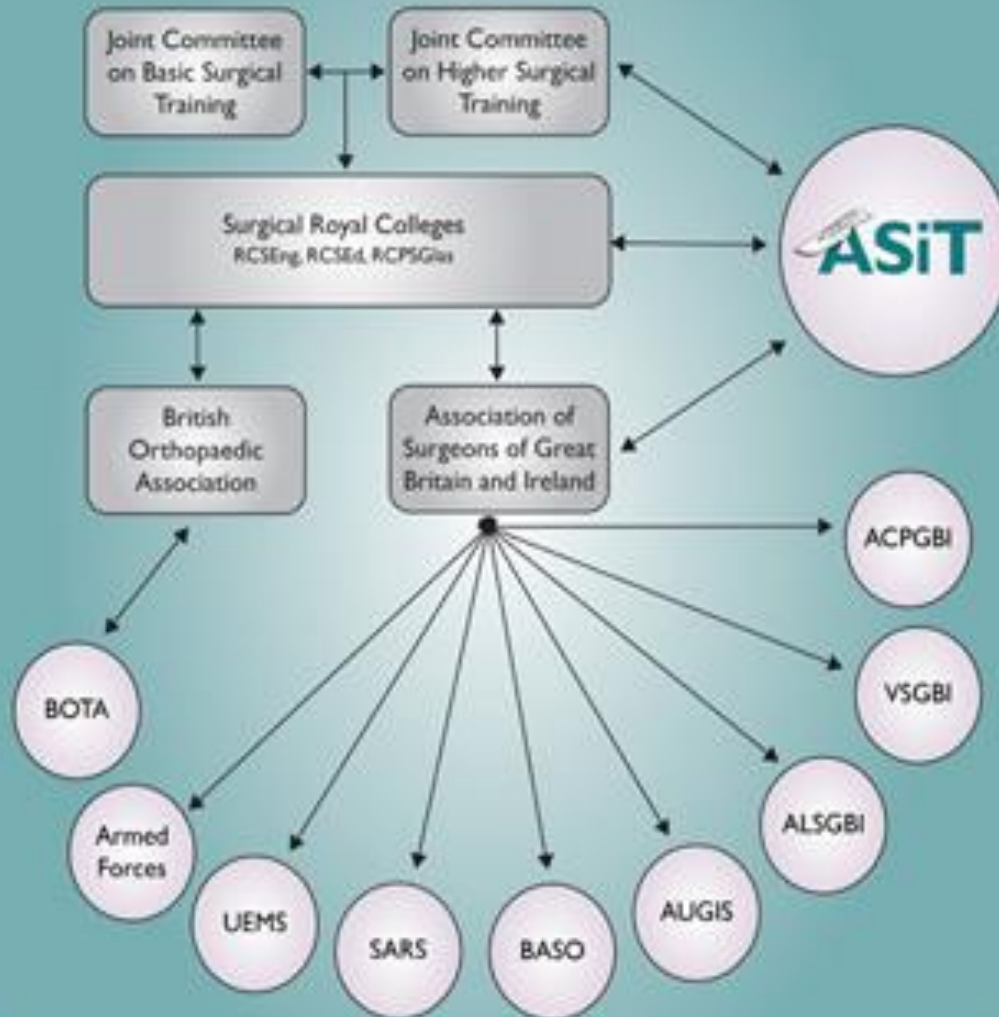
ASiT have now elected their Medical Student Representative for 2009-10.

Advertisement

ETHICON

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facebook



Independent voice on committees of:

- Royal Colleges
- JCST
- SAC
- ISCP
- BMA JDC

>40 in total!

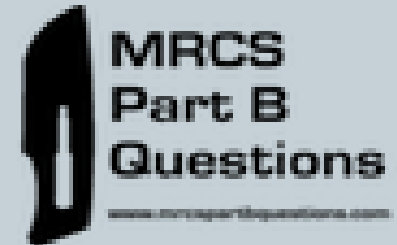
Discounts



PasTest

Dedicated to your success

T.M. Lewin



Surgery



What makes a good surgeon?



1. Steady hand?
2. Short temper?
3. Self confidence?

...NO!



1. Logical thought process
2. Insightful and rational decision making ability
3. Calmness in the face of challenging situations
4. A bit of OCD – approaching things in the same way time and time again.
5. Good training
6. Dedication and hard work!

...NO!



1. Logical thought process
2. Insightful and rational decision making ability
3. **Calmness in the face of challenging situations**
4. A bit of OCD – approaching things in the same way time and time again.
5. Good training
6. Dedication and hard work!

Background & rationale



- Bullying, harassment and undermining (BHU) are prevalent in Medicine
- GMC: 7% of doctors have experienced bullying behaviours and 17% have been undermined

Background: Definitions



- **Bullying**
 - Offensive, intimidating or malicious behaviour sustained over time which humiliates, intimidates or erodes another person's confidence.

Background: Definitions



- **Harassment**

- Unwanted conduct that is related to a particular characteristic or sex
 - ✦ Age
 - ✦ Race
 - ✦ Disability
 - ✦ Gender
 - ✦ Religion
 - ✦ Sexual Orientation

Background: Definitions



- **Undermining**
 - Purposeful behaviour which results in the professional belittling or discrediting of another person

Background



- BOTA – HammerItOut
- In the last 4 weeks:
 - 43% witnessed bullying
 - 7% were bullied
 - 70% witnessed undermining
 - 25% were undermined

The Survey



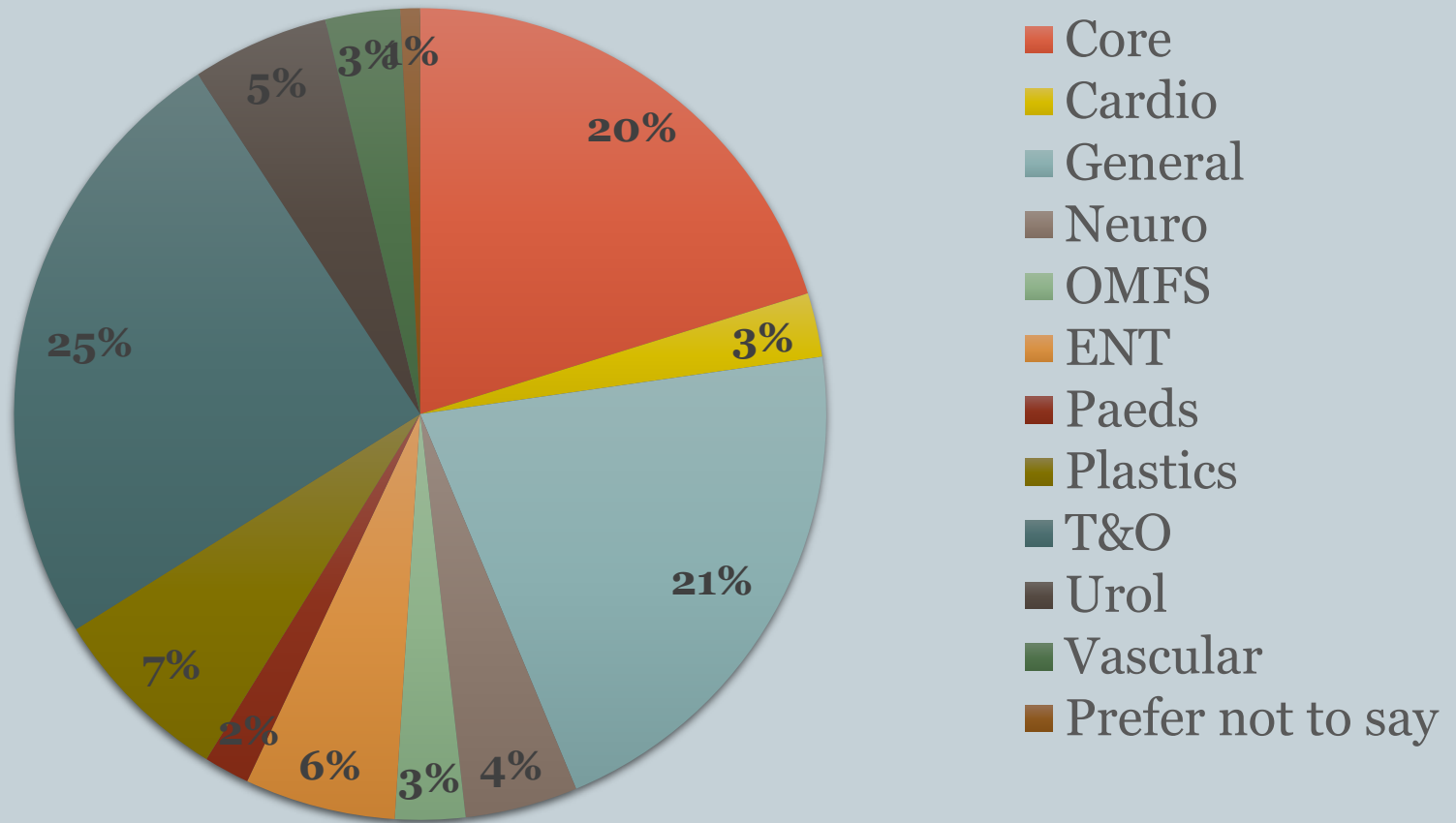
- Co-designed by working group
 - JCST QA Group, ASiT and BOTA Councils
- July 2017 (one month)
- All NTN holders, ASiT/BOTA mailing lists, social media

Demographics

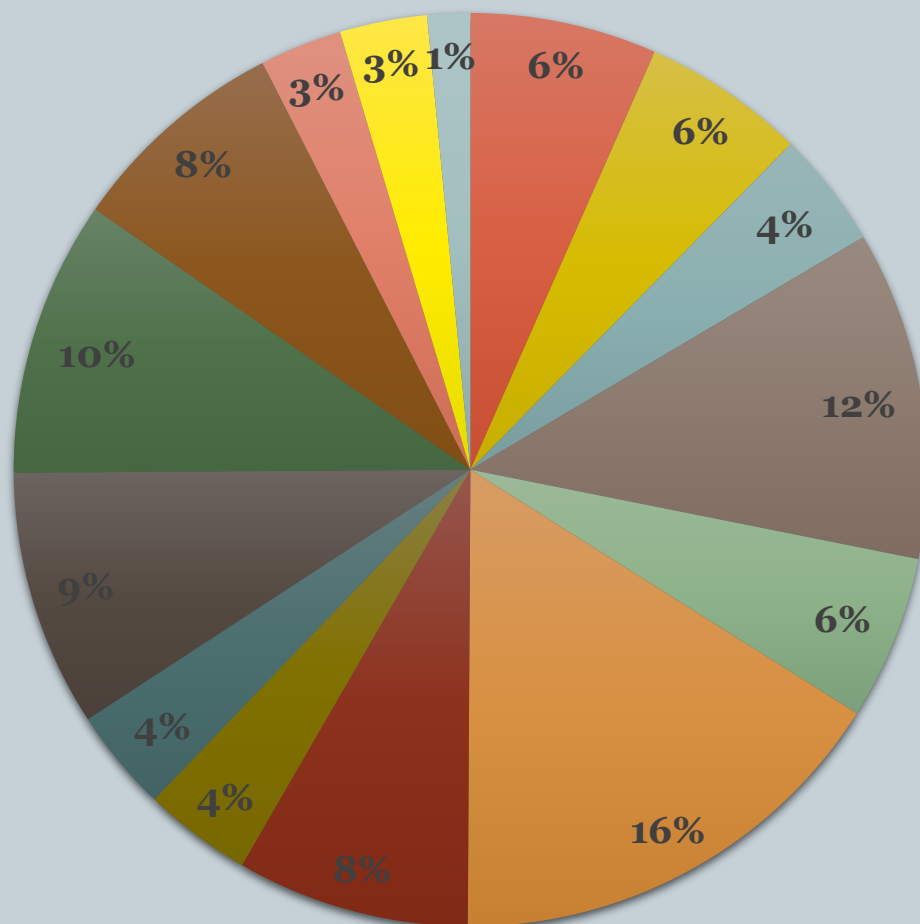


- 1649 (5310 = 31% RR)
 - Core trainees: 333 (Total core trainees n= 1235: 27% RR)
 - Specialty trainees: 1316 (Total specialty trainees n= 4075: 32% RR)
- 37% female, 61% male (2% prefer not to say)
- Working pattern split = 95% FT, 5% LTFT

Responses: Specialty



Responses: Region

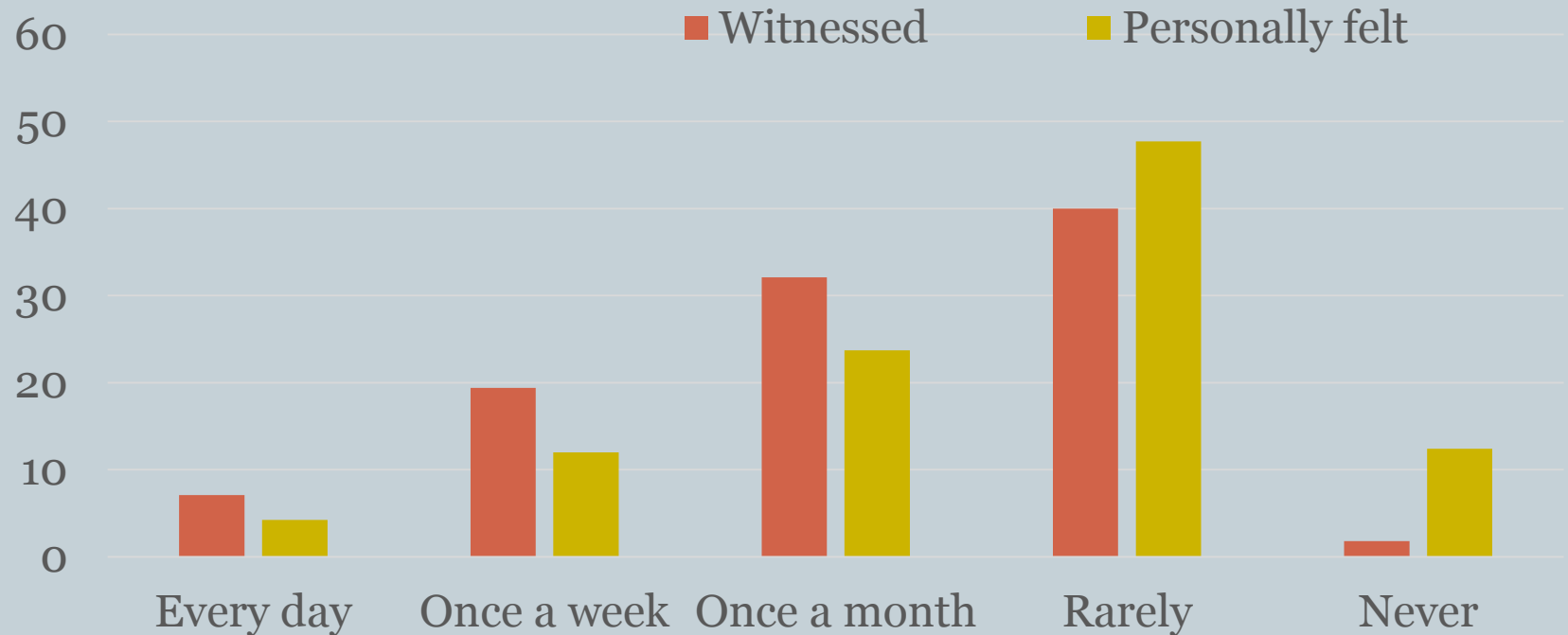


- East of England
- East Midlands
- KSS
- North West
- North East
- London
- South West
- Thames Valley
- Wessex
- West Midlands
- Yorkshire
- Scotland
- NI
- Wales
- Prefer not to say



- **60% of trainees have witnessed or experienced B/H/U behaviours (n=837)**
- 71% of LTFT have witnessed/experienced B/H/U
- 75% of female respondents; 50% of male respondents.

Results: Frequency



Results: Language



- 42% have witnessed or experienced sexist language/attitudes (n=588)
 - 66% of female respondents; 27% of male

Results: Language



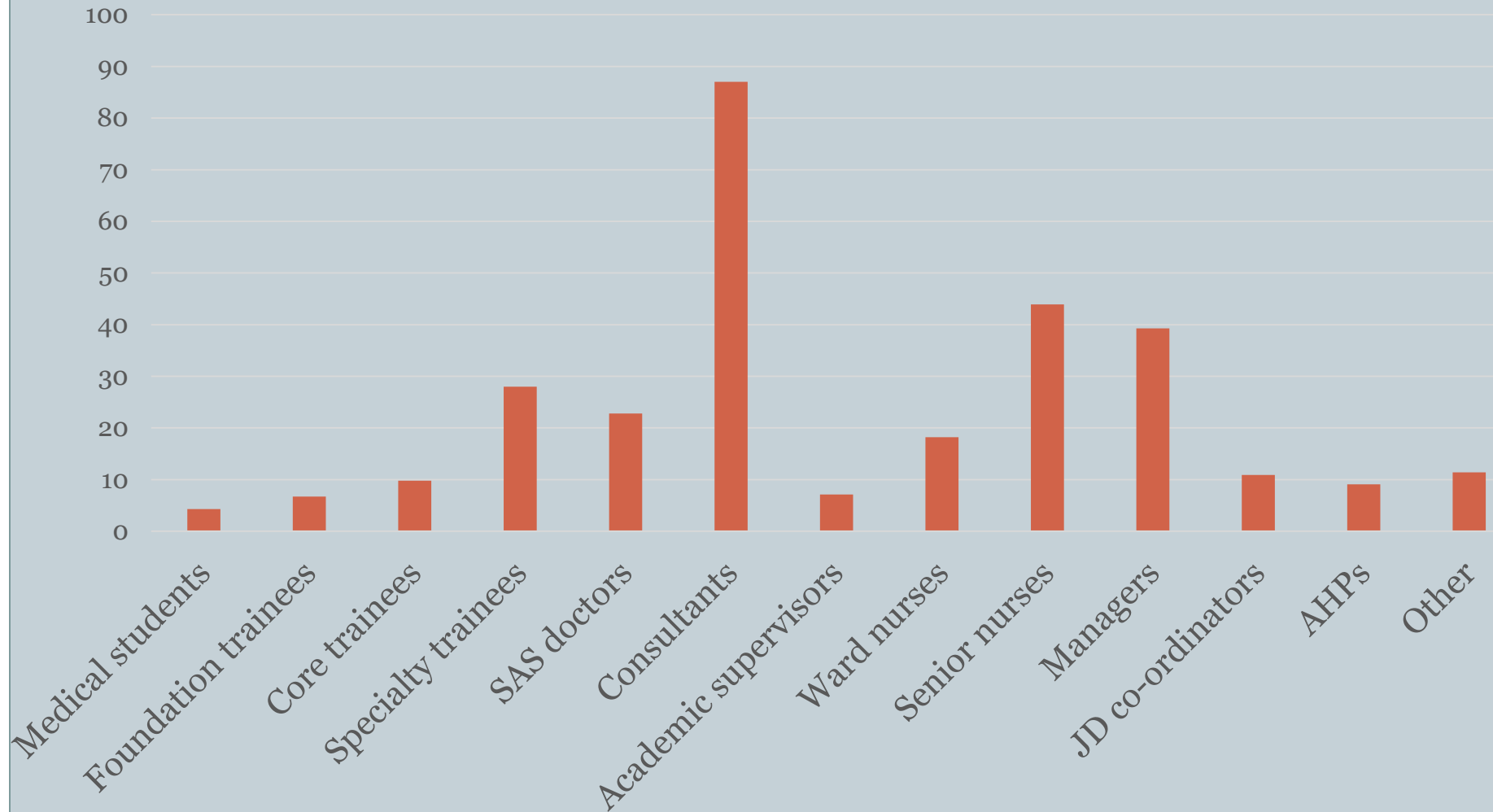
- 21% of respondents have witnessed or personally experienced racist language/attitudes (n=291)

Results: Language



- 13% have witnessed or experienced homophobic language/attitudes (n=180)

Results: Who dealt?



Results: Actions Taken



- **75%** have not reported **witnessing** B/U/H (total respondents n= 774)
- **69%** have not reported **experiencing** B/U/H (total respondents n= 775)
- **15%** experienced issues as a result of **reporting** B/U/H (total respondents n= 766)
- **30%** would not **recommend** reporting B/U/H based on their experiences (total respondents n= 771)

Results: Reasons



Results: IMPACT



- 72% agree/strongly agree B/H/U influences job enjoyment
- 43% agree/strongly agree it may influence decision to leave surgery

Conclusion



- B/H/U is prevalent within surgery, across all specialties and all areas.
- Is sexism the acceptable face of prejudice in surgery?
- Reporting is a problem
- Improving professionalism in the workplace – strategies needed – work is ongoing...



- Thank you
- Questions?

International
Surgical Conference



Belfast

22nd - 24th March 2019

Welcome to ASiT's Conference 2019

