



www.bscos.org.uk

12th September 2023

Dear Colleagues,

It is with great sadness that I write concerning the revelations of totally unacceptable behaviour by some surgeons in the UK reported in the media this week.

Though we hope it is not a problem where we work, this has clearly happened somewhere. It is regrettably unsurprising to some who have witnessed or experienced these truly awful behaviours, and at the same time shocking to others who hoped that we had moved on to a time when such things were no longer commonplace.

We have made significant and leading steps forward in embracing the principles and practice of equality, diversity and inclusion as a Society. I believe I can speak for us all, as a community of children's orthopaedic surgeons, that we consider such behaviours to be complete anathema.

To colleagues who aspire to a career in our specialty, we want to assure you that you we are committed to providing a safe and comfortable place in which to work and train in Children's Orthopaedic Surgery.

To colleagues who have experienced such behaviours, we want to promise you that this is something we will not countenance, nor tolerate. You should never be in fear of the consequences of speaking out if you experience or witness unacceptable behaviours. Moreover, we want to create workplace environments where none of us feel in any way belittled, objectified, or demeaned by the behaviour of others.

There are helpful online resources available here: <https://www.survivingscrubs.co.uk> and here <https://www.wpsms.org.uk/support.html>

Our own EDI Board member, Helen Bryant, would be very willing to discuss concerns with any member [helen.bryant3@nhs.net].

Yours faithfully,

A handwritten signature in blue ink, appearing to read "Simon Barker", written over a light blue horizontal line.

Simon Barker
BSCOS President