

15<sup>th</sup> December 2021

Members of the Vascular Society of Great Britain and Ireland

**Bullying, Undermining and Harassment in Vascular Surgical Training**

Dear Member,

The Rouleaux Club, which represents vascular surgical trainees in Great Britain and Ireland, has recently undertaken a survey into Bullying, Undermining and Harassment (BUH).

Whilst final analysis of the survey is yet to be complete, it has highlighted significant areas of concern. We are grateful to the Rouleaux Club for highlighting these important issues and particularly thank all the trainees who have had the courage to speak up.

The Education and Workforce Committees of the Vascular Society of Great Britain and Ireland have discussed the preliminary findings at their recent meetings in Manchester. We have also discussed the findings with the Chair of the Vascular SAC.

The Vascular Society and Vascular SAC strongly condemn this type of behaviour in all circumstances. Bullying and undermining behaviour have a negative impact on the surgical team, patient safety and are not in keeping with the GMC's Good Medical Practice guidance.

The findings of the survey sadden me on a personal level, as I wrote a very similar letter to VS Members as Chair of the SAC in 2017. We are however pleased to report that the VS and SAC have agreed to re-establish the BUH Working Group and will work closely with the Rouleaux Club to address the issues raised and bring about real change. We would also be happy support local initiatives that actively address the issues.

At a time when there are so many challenges in surgical training, it is vital that we develop and maintain a positive culture and environment in which our trainees can flourish.

Kind Regards  
Yours Sincerely

A handwritten signature in black ink, appearing to read 'J Boyle', with a stylized, looped initial 'J'.

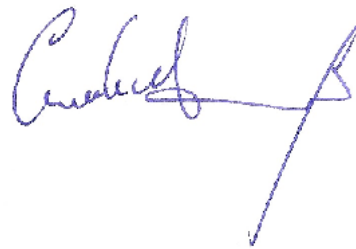
Mr Jonathan Boyle  
President VSGBI

A handwritten signature in black ink, appearing to read 'G Bowbrick', with a large, stylized initial 'G'.

Ms Ginny Bowbrick  
Chair Vascular SAC

A handwritten signature in black ink, appearing to read 'K Jones', with a large, stylized initial 'K'.

Mr Keith Jones  
Chair Education Committee VSGBI

A handwritten signature in blue ink, appearing to read 'C McDonnell', with a large, stylized initial 'C'.

Prof Ciaran McDonnell  
Chair Workforce Committee VSGBI