

No.	Objectively verifiable indicators (OVIs)	Means of verification (MOV)	Data with trend Time period: Baseline to latest value Status Improved: ↓ / ↑ Unchanged/warning: → / ▲ Worsened: ↓↓ / ↑↑	Narrative	Reported by
		<i>harassment, bullying or abuse at work from other colleagues?</i>			
6.16	By 2028, the proportion of staff who experienced external harassment, bullying or abuse will have reduced by 2%.	<p>Individual organisation staff surveys currently have different question wording, but they aim to standardise it over time.</p> <p><i>KCC: In the last 12 months have you experienced harassment, bullying or abuse at work.</i></p> <p><i>Medway Council: In the last year have you experienced bullying, if yes by whom- Partners/Providers/Clients/Members of the public.</i></p> <p><i>NHS K&M ICB: In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from patients / service users, their relatives or other members of the public?</i></p>	<p>KCC: 11.4% (2023)</p> <p>Medway Council: - Discrimination/harassment: 1.2% (2024) - Bullying: 0.6% (2024)</p> <p>NHS K&M ICB: 26% (2023/24)</p>	<p>KCC: March 2025</p> <p>Medway Council: June 2025</p> <p>NHS K&M ICB: March 2025</p>	<p>Data collated by Medway Council Public Health Intelligence Team from:</p> <p>Medway Council KCC NHS K&M ICB</p>