

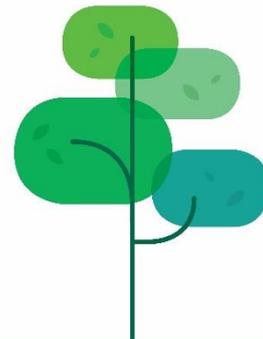
# Freedom to Speak Up

Afsana Aslam

Freedom to Speak up Guardian

Inspected and rated

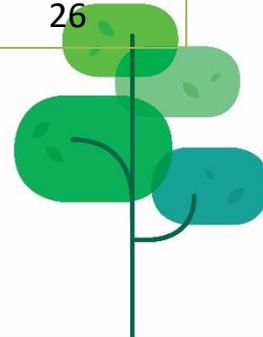
Good



# FTSU Contacts

- A total of 91 cases in 2019/2020.
- **Q1 – Q3 2020 – 2021** A total of 47 cases, In Q4, we have has 2 concerns raised. This equated to 53% of cases received last year.
- Twenty-six (50%) of these cases are linked to Covid-19.
- Ten cases raised openly 35 cases raised confidentially with the FTSU Guardian while remaining anonymous to the Trust, two cases were raised anonymously.
- There are 2 open cases, both of which link to individual employment concerns

	Month	No. of concerns	Covid – 19 related
Q1	April	6	4
	May	5	4
	June	10	7
Q2	July	6	3
	Aug	3	1
	Sept	2	0
Q3	Oct	8	6
	Nov	6	0
	Dec	2	1
<b>Q4</b>	<b>Jan</b>	<b>4</b>	<b>0</b>
	Total	52	26



# Contact by Division

Division	No. of contacts Apr 2020 – Jan 2021	Covid-19	Culture and leadership	Individual employment concern	Policy and practice	Quality and Safety	Unknown
Diagnostics and outpatients	4	2	1	1	0	0	0
Medicine	11	7	4	0	0	0	0
Surgery	9	4	3	2	0	0	0
Urgent and Emergency Care	8	6	2		0		0
Women and Children's	6	2	1	2	0	1	0
HR	3	0	0	1	2	0	0
Corporate	1	0	1	0	0	0	0
Unknown	9	5	2	0	0	0	3
<b>Total</b>	<b>52</b>	<b>26</b>	<b>14</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>3</b>

# Themes

## Covid -19

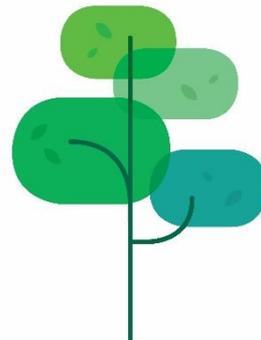
Almost half of the concerns raised had a direct link with Covid-19, most of these concerns relate to guidelines on wearing of masks and adjustments that could be supported, return to work and working and the want to continue working from home and more recently a concern was raised about the roll out of the vaccine.

## Culture and leadership

Particularly relate to concerns of attitude and behaviours of senior staff.

## Individual employment concerns

Linked to formal processes, the perceived lack of communication, understanding of the process and impact on wellbeing.



# Actions updates -Board Review

Element	Action	developments	Progress
Have a strategy to improve the FTSU Culture	Compile a strategy which links to other trust strategies	Completed October 2020	complete
Be assured the FTSU culture is healthy and effective	Triangulation of information	Development of cultural heat map, led by OD, DGM leadership engaged.	In progress
Individual responsibilities – Exec leads	To be included in 1:1 appraisals		On going



# Recent developments

## Taking a system approach

In early conversations with National Guardians Office on discussions for being a trailblazer sight on taking a system approach to FTSU , following connecting with NUH and Nottinghamshire Healthcare to discuss development of a speaking up framework/training that will allow us to support Managers and leaders to create the right cultural conditions for speaking up. We are also working in partnership to plan and organising collective recruitment and training of Freedom to Speak Up champions,

## Internal Targeted FTSU Engagement

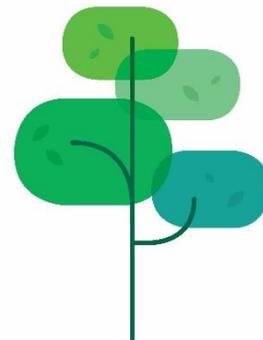
Planning and organising both face to face and virtual engagement with Maternity Services, taking a proactive approach given learning and experience from NUH, as well as recent concerns shared with the Care Quality Commission on staffing, leadership and culture.

## Improvements to processes

Implement collection of EDI data following of staff reporting concerns, this will help to inform WRES and bring EDI into the FTSU conversation. Currently receiving a low response due rate, this will need to be monitored and reviewed.

## Freedom to Speak up Champions

Reviewed and refreshed approach to Freedom to Speak Up Champions, agreeing protected time and a recruitment of new champions.



# Recommendations and actions

- The Board is asked to receive assurance from the report regarding the Freedom to Speak up agenda.

