

Board of Directors Meeting in Public

Subject:	Freedom to Speak Up		Date: 3 rd Feb 2022	
Prepared By:	Kerry Bosworth – Freedom To Speak Up Guardian			
Approved By:	Shirley A Higginbotham, Director of Corporate Affairs			
Presented By:	Kerry Bosworth – Freedom to Speak Up Guardian			
Purpose				
The purpose of this paper is to provide an update to the Board on Freedom to Speak Up Agenda within the Trust and provide assurance of the Speaking Up service.			Approval	
			Assurance	X
			Update	X
			Consider	
Strategic Objectives				
To provide outstanding care	To promote and support health and wellbeing	To maximise the potential of our workforce	To continuously learn and improve	To achieve better value
	x	x	x	
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
		x		
Risks/Issues				
Financial	Potential financial impact of not retaining staff			
Patient Impact	Potential negative impact on patient care if staff not encouraged to report safety issues			
Staff Impact	Potential negative impact on staff motivation, morale and wellbeing if staff feel unsupported in speaking up and no resolution			
Services	Potential negative impact on service provision if staff feel unsupported in reporting safety concerns			
Reputational	Reputational damage			
Committees/groups where this item has been presented before				
People, Culture and Improvement Committee receive FTSU reports				
Executive Summary				
<p>This report is a six-monthly report to inform the Board of Speaking Up cases within the Trust, analyse themes of concerns within the organisation, FTSU progress, alignment to any national recommendations and improvements being made.</p> <p>Abbreviations used-</p> <p>FTSUG Freedom To Speak Up Guardian FTSU Freedom To Speak Up NGO National Guardians Office EM Ethnic Minority HR Human Resources OD Organisational Development NED Non-Executive Director SID Senior Independent Director NHSEI NHS England and Improvement CQC Care Quality Commission</p>				