

Public Board Meeting

Subject:	Freedom To Speak Up		Date: 2 nd Feb 2023	
Prepared By:	Kerry Bosworth			
Approved By:	Shirley Higginbotham			
Presented By:	Kerry Bosworth – Freedom To Speak Up Guardian			
Purpose				
The purpose of this paper is to provide an update to the Board on the 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	
Identify which principal risk this report relates to:				
PR1	Significant deterioration in standards of safety and care			x
PR2	Demand that overwhelms capacity			
PR3	Critical shortage of workforce capacity and capability			
PR4	Failure to achieve the Trust's financial strategy			
PR5	Inability to initiate and implement evidence-based Improvement and innovation			
PR6	Working more closely with local health and care partners does not fully deliver the required benefits			
PR7	Major disruptive incident			
PR8	Failure to deliver sustainable reductions in the Trust's impact on climate change			
Committees/groups where this item has been presented before				
The FTSUG submitted a report to the PCI Committee in Jan 2023 using data contained within the report				
Executive Summary				
This report provides a review of speaking up cases for Q2/ Q3 22/23 and assurance of the FTSU provision at SFH. Included is the learning and improvement actions taken from concerns, highlighted with a case study .				
During Q2&Q3 2022 there were 70 concerns raised with the FTSU Guardian. People profiles are included.				
Nursing and Admin/Clerical colleagues have raised the most concerns. FTSU is represented across all the Divisions. New concerns have been raised by students.				
The key categories remain, Bullying & Harassment, Inappropriate behaviours and Attitudes – Trust values not upheld. EDI concerns surrounding colleagues with disabilities has increased.				
Actions from these concerns have included triangulation with OD practitioners and senior leadership to develop interventions to target specific teams with concerns around team culture.				
The Freedom To Speak Up Guardian is working with the EDI lead and staff networks to ensure learning is embedded in training and development programmes. Individual coaching and mentoring have been offered to those who aren't able to engage with a formal escalation process and who wish to remain confidential.				

Leadership training and awareness education remains a challenge and it is recommended all line managers have speak up/listen up training as indicated in the guidance from NHSEI/NGO, this is being explored with the Director of People regarding how this training could be delivered in 2023. Senior leaders are recommended to complete Follow Up training.

Case study demonstrates follow up and improvement from FTSU concerns, working collaboratively with Improvement & Divisional Teams.

FTSU Assurance is also highlighted via an update on the FTSU Champion Network and recognition awards locally and nationally.

The SFH Speak Up policy has been reviewed and the NGO / NHSEI Speak Up Policy 2022 has been incorporated into the SFH policy including a new pathway for reporting detriment and follow up. The SFH policy is awaiting ratification in January's JSPF – due to take place Jan 31st

Abbreviations used-

SFH – Sherwood Forest Hospitals

EDI – Equality, Diversity & Inclusion

FTSUG Freedom To Speak Up Guardian

FTSU Freedom To Speak Up

NGO National Guardians Office

OD Organisational Development

NHSEI NHS England and Improvement

JSPF – Joint Staff Partnership Forum

EM – Ethnic Minority