

Board of Directors Meeting in Public

Subject:	Freedom to Speak Up – Self Review	Date: 27th September 2018		
Prepared By:	Shirley A Higginbotham Director of Corporate Affairs, Julie Bacon Executive Director of HR & OD			
Approved By:	Shirley A Higginbotham Director of Corporate Affairs, Julie Bacon Executive Director of HR & OD			
Presented By:	Shirley A Higginbotham Director of Corporate Affairs			
Purpose				
The purpose this paper is for the Board to consider the Freedom to Speak Up – Self Review and approve the actions identified			Approval	x
			Assurance	
			Update	
			Consider	x
Strategic Objectives				
To provide outstanding care to our patients	To support each other to do a great job	To inspire excellence	To get the most from our resources	To play a leading role in transforming health and care services
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 and morale if staff feel unsupported in speaking up			
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				
<p>In May 2018 NHS Improvement, National Guardian – Freedom to Speak Up published revised guidance with regard to the expectations of boards and board members on Freedom to Speak Up (FTSU).</p> <p>A report was presented to Board in May 2018, with regard to the guidance which outlines the expectations with regard to the leaders within the organisation and specific individuals on the Board, specifically – Chair, Chief executive, Executive lead for FTSU, Non-executive lead for FTSU, Executive Director of HR and OD, Medical Director and Chief Nurse.</p> <p>There was a further requirement in the guidance for Trust to self-review with the NHSI review tool to carry out an in-depth review of leadership and governance arrangements in relation to FTSU and identify areas to develop and improve.</p> <p>The completed self-review has been carried out with input from the Trusts Freedom to Speak Up Guardians and the results are presented here.</p> <p>The self-review indicators are aligned to the CQC Well-Led Key Lines of Enquiry, there are 8 Indicators, together with individual responsibilities for specific directors.</p>				

- Leaders are knowledgeable about FTSU
- Leaders have a structured approach to FTSU
- Leader actively shape the speaking up culture
- Leaders are clear about their role and responsibilities
- Leaders are confident that wider concerns are identified and managed
- Leaders receive assurance in a variety of forms
- Leaders engage with all relevant stakeholders
- Leaders are focused on learning and continual improvement

Individual responsibilities:

- Chief Executive and Chair
- Executive lead for FTSU
- Non-executive lead for FTSU
- Human resource and organisational development directors
- Medical director and directors of nursing

The self-review highlighted the following areas:

- Consideration of the model for the FTSU Guardians, currently this is on a voluntary basis across 4 guardians.
- The current guardians do not reflect the diversity of the organisation
- There is a requirement for a FTSU strategy which aligns with the Trusts vision, values and strategic objectives
- More focus is required on understanding the barriers to speaking up in the organisation
- There should be a more formal approach to auditing of FTSU concerns and process
- A review of case studies from within and external to the organisation to be reported to the board 6 monthly by the FTSU guardians.

These actions will be progressed and reported to board via the quarterly workforce culture and leadership report

