

Role Description: Freedom to speak up champion

ROLE SUMMARY

As part of the development of the trust's commitment to Freedom to speak up, we are looking for staff to support the Freedom to speak up guardian and be a link for staff to discuss and raise concerns they may have.

You will be a point of contact for individuals who require advice, to inform them of the options available, whether informal or formal and to direct individuals to the support available. With regular support from the trust's Freedom to speak up guardian, you will act as a role model for creating an open, honest and transparent culture which values speaking up.

This role is a voluntary role and is undertaken in addition to your existing role in the trust.

Key responsibilities:

1. To work with others within the Trust to develop a culture where speaking up is recognised and valued
2. Promote local speaking up processes and sources of support and guidance to staff
3. Be available and accessible to staff who may have a concern
4. Take immediate appropriate action when matters that people are speaking up about indicate that safety and quality may be compromised.
5. To ensure that any safety issues raised are addressed and feedback is given to the member of staff who raised it in line with confidentiality agreements
6. Communicate with empathy and compassion with other staff about potentially emotive subjects

Key Skills:

- Must be able to demonstrate behaviours consistent with the Trust's behavioural standards, its values and key priorities
- Good time management skills to balance the role with their existing role
- Ability to turn 'speak up' scenarios into learning opportunities
- Is able to share difficult messages in a relevant manner
- Able to show and demonstrate an empathetic approach
- The ability to remain non-judgmental when presented with information
- Able to build trust and rapport with pace and authenticity
- Knowledgeable about Freedom to Speak Up matters and local issues, and able to advise staff appropriately about speaking up

For more information on this role, please contact: sfh-tr.freedom2speakup@nhs.net