

Board of Directors Meeting in Public

Subject:	Freedom to Speak Up	Date: 6th February 2020		
Prepared By:	Jessica Woodward – Freedom to Speak Up Guardian			
Approved By:	Shirley A Higginbotham Director of Corporate Affairs			
Presented By:	Jessica Woodward – Freedom to Speak Up Guardian			
Purpose				
The purpose this paper is to provide an update to the Board on Freedom to Speak Up issues 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		
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			
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				
Executive Summary				
<p>This paper is a six monthly report to inform the Board of Speaking Up cases within the Trust, analyse themes of concerns within the organisation and actions being taken.</p> <p>This paper contains details of the newly appointed Freedom to Speak Up Champions; the Freedom to Speak Up Self Review Tool; the newly revised Speaking Up policy; a breakdown of concerns raised through Freedom to Speak Up during Quarter 2 and 3 2019-20; learning opportunities taken from National Guardian Office case reviews and proposed speaking up developments at the Trust.</p> <p><i>Freedom to Speak Up Champions</i></p> <p>During September, the recruitment and training of 16 new Freedom to Speak Up Champions took place, with a further 7 Champions awaiting training. Champions now include representatives from the BAME Staff Network, the LGBT Staff Network, the Trust Chaplaincy team and join us from various different positions within the Trust, varying from consultant level; corporate staff; nursing professionals; allied health professionals; a patient safety specialist; healthcare support workers; staff governor; admin and clerical and senior leader level. This now takes the current number of trained champions to 17.</p>				

Freedom to Speak Up Self Review Tool

The National Guardian's Office released a revised version of the Freedom to Speak Up Self Review Tool during quarter 2. This has now been completed jointly by the Guardian, Executive Lead and Non-Executive Lead (see appendix 1). Areas that the Trust are particularly strong in are: behaving in a way which encourages others to speak up; support for the FTSU Guardian and an effective FTSU policy. Areas that we still need to develop are: a FTSU strategy; evidencing individual executive responsibilities as part of their appraisals and building on assurances that FTSU issues are being dealt with effectively.

Speaking Up Policy

The Speaking Up Policy has been updated and approved by the Joint Staff Partnership Forum. This was done alongside consultation from Freedom to Speak Up Champions and a 360 Assurance audit.

Concerns

There have been 51 concerns raised collectively over quarter 2 and 3, which are the highest numbers of reported concerns to date, supporting the effectiveness of the promotion of the Guardian role. The most prevalent theme occurring across both quarters is 'bullying and harassment'. With a total of 23 concerns (over quarter 2 and 3) relating to management behaviours.

Learning Opportunities taken from a recent case review from the National Guardians Office include the following: that staff from BAME backgrounds are appropriately supported in speaking up issues; gap analysis work is completed on the new Self-Review Tool issued by the NGO to ensure that the Trust is compliant with the most recent recommendations; exit interviews are used as an additional source of information about what workers leaving the organisation feel about the speaking up culture; that there is clarity of the Freedom to Speak Up roles at the trust; the need for workers to be thanked for speaking up; that there is independence of investigators into speaking up matters and that FTSU Champions are not used as advocates or staff sides.

Moving Forward

- Through consultation with other local Guardians and NHS trusts, the Guardian and Executive lead for Freedom to Speak Up will continue to develop and create a Freedom to Speak Up strategy which will inform a delivery plan for speaking up at the Trust.
- Freedom to Speak Up drop in sessions will be developed with the support from champions at each site.
- Further work with HR and OD teams to triangulate data and build a better picture of the speaking up culture across the trust.
- The Champion action log will continue to develop – whereby trust wide actions for speaking up matters will be developed.
- Self-review tool recommendations will be implemented

