

Board of Directors Meeting in Public

Subject:	Freedom To Speak Up				Date:	3 rd October 2024
Prepared By:	Kerry Bosworth – Freedom To Speak Up Guardian					
Approved By:	Sally Brook Shanahan – Director Of Corporate Affairs					
Presented By:	Kerry Bosworth - Freedom To Speak Up Guardian					
Purpose						
<p>The purpose of this paper is to provide an update and give assurance to the SFH Board on the Freedom to Speak Up Agenda within the Trust.</p> <p>Also enclosed in the report are the summarised findings from the completed NGO FTSU Reflection & Planning Tool which the SFH Board and wider trust management team completed in June/July 2024</p>					Approval	
					Assurance	x
					Update	x
					Consider	
Strategic Objectives						
Provide outstanding care in the best place at the right time	Empower and support our people to be the best they can be	Improve health and wellbeing within our communities	Continuously learn and improve	Sustainable use of resources and estates	Work collaboratively with partners in the community	
x	x		x			
Principal Risk						
PR1	Significant deterioration in standards of safety and care					x
PR2	Demand that overwhelms capacity					
PR3	Critical shortage of workforce capacity and capability					
PR4	Insufficient financial resources available to support the delivery of services					
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						
This report was presented to the People Committee on the 24 th of September 2024 following which it has been updated to include the output from the discussion regarding the action planning from the findings of the NGO FTSU Reflection & Planning Tool that was discussed by the Committee.						
Acronyms						
<p>FTSUG – Freedom To Speak Up Guardian NGO – National Guardians Office OD – Organisational Development EDI – Equality, Diversity & Inclusivity IEN- International Educated Nurses AHP – Allied Healthcare Professional SFH – Sherwood Forest Hospitals EM – Ethnic Minority HCA – Health Care Assistant U&EC – Urgent & Emergency Care CSTO – Clinical Services, Therapies, Outpatients OH – Occupational Health</p>						

Executive Summary

This report provides a review of speaking up cases for Q4 23/24 and Q1 24/25 which covers the period since FTSU was last presented to the Board.

During Q4 23/24 and Q1 24/25 there were 77 concerns raised with the FTSU Guardian. Out of the 77 concerns raised in the above periods, 46 were raised openly and 31 confidentially (known to the FTSUG only). There were no anonymous concerns.

FTSU is represented across all the Divisions. Nursing / Midwifery and Admin/Clerical colleagues have raised the most concerns. Concerns have increased from Newark Hospital in this period which is encouraging and correlates with increasing Champion activity taking place on site empowering colleagues to speak up. Newly recruited ED Champions are now making active contributions to the speak up culture in this area. This was a targeted recruitment following on from discussions that front door services needed more representation in speaking up.

In terms of national benchmarking regarding FTSU concerns raised, the average cases per 1000 workers per year is 17.5 for Acute & Acute Community Trusts (Data from NGO Annual Data Report 2023/24 published July 2024). SFH had 152 concerns raised in 23/24 from its workforce of approximately 5500 that compares favourably with this metric.

Themes –

Worker Safety & Wellbeing category has the most concerns as a theme. Concerns raised in this category are frequently involving impacts on staff regarding poor relationships at work, leadership failures to resolve concerns, processes impacting colleagues and conflict with line managers. Many workers have their health significantly impacted from these type of concerns – some coming to FTSUG when on work related stress and anxiety sick leave, directed from OH or when they have taken the decision to resign. These concerns often are raised informally and outside formal HR processes.

Inappropriate Attitudes and Behaviours remains the second main cause of concerns. These concerns include incivility, engrained behaviours that go unchallenged, line managers' behaviour in processes and gaslighting behaviours when there is a power imbalance in leadership.

Concerns categorised as Bullying & Harassment most frequently arise from behaviour not managed or brought to resolution from the above themes.

Patient Safety and Quality concerns involve patients' pathways, department capacity and working hours.

Actions taken include:

FTSUG led sessions are now included in all the Leadership Development Framework Programmes and include sharing lessons learnt from FTSU cases and skills and awareness in good line management practice relating to the handling of concerns. A case study that is used now at Leadership Development training, demonstrating the costs of a poor response to behaviour concerns is included in the report.

The Sexual Safety workstream involves the FTSUG and the Champion network as a source of reporting and support.

Triangulation of all themes is maintained using existing networks within EDI, OH, People Team, OD and executive oversight if concerns relate to patient safety and quality concerns.

NGO FTSU Reflection & Planning Tool Summary Findings-

The SFH Board and Trust Management Team completed the tool at a Board Development Session with the

benefit of feedback from a prior survey. This meets the national requirement set by the NGO to review on a 2 yearly cycle. This year, due to the tool having more detailed analysis and a new framework, was the first time SFH took this approach. It was felt a positive team event and created lots of engagement and discussion.

Following the presentation of the tool and associated paper to the People Committee on 24th September 2024, the actions were discussed, and it was agreed by the committee that the action plan for the tool would be monitored through the People Committee, when the FTSU agenda item is scheduled to attend. This is currently scheduled bi-annually.

The summary findings are contained within the report that follows and the next steps to action improvements.

An update regarding the Thirlwall Inquiry is included for information.

Recommendation: That the Board receives the update and takes assurance from it and that progress against the actions identified from the collective completion of the NGO FTSU Reflection & Planning Tool on the Freedom to Speak Up Agenda will be monitored through the People Committee.