

To:	Trust Board
From:	Jayne Warner
Date:	27 July 2018
Essential Standards:	

Title:	Freedom To Speak Up Quarterly Report
Author/Responsible Director: Jayne Warner – Freedom To Speak Up Guardian	

Purpose of the Report:

The report provides an update on our Freedom To Speak Up activities and quarterly data collection submitted to the office of the national guardian.

The Report is provided to the Board for:

Decision	<input type="checkbox"/>	Discussion	<input type="checkbox"/>
Assurance	<input checked="" type="checkbox"/>	Information	<input checked="" type="checkbox"/>

Summary/Key Points:

The Trust has a responsibility to listen to staff, to be open and responsive to concerns that are raised.

The report provides an update on the following

- Concerns raised with FTSU Guardian
- National Updates
- Actions taken
- Trend Analysis

Recommendations:

The Board are asked to note the latest freedom to speak up data.

Strategic Risk Register:	Performance KPIs year to date
---------------------------------	--------------------------------------

Resource Implications (e.g. Financial, HR)

Assurance Implications:

Patient and Public Involvement (PPI) Implications.

Equality Impact

Information exempt from Disclosure

None
Requirement for further review?



Update to Trust Board

National Guardian’s Office

FTSU NHSI Guidance for Boards

At the start of May the National Freedom to Speak Up Guardian’s Office and NHS Improvement announced the publication of guidance for NHS trust and NHS foundation trust boards on Freedom to Speak Up.

This guidance has been produced jointly by the National Guardian’s Office and NHS Improvement. It sets out expectations of boards and board members in relation to Freedom to Speak Up.

It also includes important guidance for Freedom to Speak Up Guardians on their relationship with Board members, and reporting to their Boards.

Training webinars have recently been issued by the National Guardian’s Office to clarify the guidance. The training has stated that best practice for the completion of the assessment would be completion with input from the Executive and Non Executive leads for FTSU, with other relevant Directors being asked to comment as well as the FTSU Guardian. The Guardian is now co-ordinating completion of this piece of work with Executives and Non Executive Lead.

Data Collection

The National Guardian’s Office are now collecting and publishing quarterly data on FTSU. The most recent data collection will take place at the end of July, requesting data from the quarter April 2018 to June 2018

Reporting Period	April 2018 – June 2018
Number of issues raised	8
Number of issues raised anonymously	1
Number of issues raised with element of Patient Safety	0
Number of issues raised with elements of Bullying/ harassment	5
Did reporter describe having suffered detriment from speaking up	0
Staff Groups referrals came from	2 Nurses 1 HCSW 2 A&C 1 Cleaning/ catering/ maintenance / ancillary 2 Allied Health Professionals
Feedback Obtained	0

Whistleblowing Notifications

During Quarter 1 of 2018/19 (April – June 2018) there have been 0 notifications of whistleblowing to Human Resources

There have been no new reports to Local Counterfraud Service.

Analysis

Period	Cases raised with FTSU Guardian	CQC whistleblowing Notifications	Whistleblowing Notifications to HR	Cases reported to LCFS	Reported cases of bullying and harassment
Q1 2017/18	6				
Q2 2017/18	4				
Q3 2017/18	7	0	0	0	0
Q4 2017/18	8	0	0	0	0
Q1 2018/19	8	0	0	0	0

Issues highlighted Quarter 1

- Bullying behaviours
- Recruitment
- Other workplace behavioural concerns

Freedom to Speak Up Guardian

The Guardian continues to have monthly 1:1 meetings with the Chief Executive. The Chief Executive continues to be concerned that staff do not feel safe to speak up and has challenged the Guardian to further promote with all staff the ways in which they can do this.

The Guardian attended the staff engagement events to promote the role of the Guardian and speaking up. These were very poorly attended compared to previous events therefore the impact is likely to be limited.

The Guardian has been invited to a number of team meetings on all sites including outpatient teams to raise awareness of the role.

The Guardian attended an Executive Partnership Forum with staffside and asked for ways to create more awareness of the role. The members suggested that walkrounds on site with their representatives would be beneficial including night shifts. Dates have been offered for these and the offer has been taken up so far by the staffside representative for Louth. The walkround was a real success and led to a number of contacts immediately afterwards.

The Chief Executive has referenced FTSU and the role of the Guardian in his weekly blog to staff and the Communications team are producing an article about the role which can be used in the Trust publications for staff

The role of the Guardian continues to be included in the induction day for all staff and has also been added as a presentation in person to the preceptorship programme for nurses.