

To:	Trust Board
From:	Jayne Warner
Date:	25 May 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
- Whistleblowing Notifications
- 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
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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.

The National Guardian’s Office have confirmed that they will be setting up training webinars for Guardian’s to discuss the new guidance. The guidance is attached for information for the Board. The Freedom to Speak Up Guardian will conduct a self- assessment for the Trust against the guidance and report on this in the next quarterly report.

Data Collection

The National Guardian’s Office are now collecting and publishing quarterly data on FTSU. The most recent data collection took place in April, requesting data from the quarter 4 January 2018 to March 2018

Reporting Period	January 2018 – March 2018
Number of issues raised	8
Number of issues raised anonymously	0
Number of issues raised with element of Patient Safety	4
Number of issues raised with elements of Bullying/ harassment	3
Did reporter describe having suffered detriment from speaking up	0
Staff Groups referrals came from	3 Doctors 2 Nurses 1 HCSW 1 Midwife 1 A&C
Feedback Obtained	0

Whistleblowing Notifications

During the 4th quarter of 2017/18 (January – March 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 harrasment
Q1 2017/18	6				
Q2 2017/18	4				
Q3 2017/18	7	0	0	0	0
Q4	8	0	0	0	0

Issues highlighted

- Working conditions and arrangements
- Bullying linked to line management
- Uniform policy application
- Safety

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.

Local media reported on staff at Grantham being afraid to speak out and feeling gagged. Local NHS Campaigners also contacted the Guardian directly to share concerns raised by staff on the Pilgrim site. The Freedom to Speak Up Guardian discussed this with the Director of HR who has initiated a focussed Listening to Staff exercise (building on an approach developed and successfully implemented last year) focussing in the first instance on Grantham and rolling out to the other sites which include

- Visits to sites from staffside reps/ HR leads
- Site visits by Director of HR/ Freedom to Speak Up Guardian
- Site visits by Non Executive Directors
- Restaurant drop in sessions
- Redesign of exit interview process
- Increased engagement through social media
- More big conversations
- Regular staff check ins

This is in addition to the different opportunities we have with staff engagement with the plans of the Trust