

<b>To:</b>	Trust Board
<b>From:</b>	Jayne Warner
<b>Date:</b>	5 February 2019
<b>Essential Standards:</b>	

<b>Title:</b>	Freedom To Speak Up Quarterly Report
<b>Author/Responsible Director:</b> 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.

<b>Strategic Risk Register:</b>	<b>Performance KPIs year to date</b>
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**Resource Implications (e.g. Financial, HR)**

**Assurance Implications:**

**Equality Impact**

**Information exempt from Disclosure**  
None

**Requirement for further review?**

# Freedom to Speak Up Guardian

## 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. The Trust considered the self assessment at its meeting in October and received the first version of an action plan in response to the self assessment at its meeting in November. Further updates will be provided through reporting to the Workforce, OD and Transformation Committee

#### 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 January, requesting data from the quarter October 2018 to December 2018

Reporting Period	October 2018 – December 2018
Number of issues raised	11
Number of issues raised anonymously	0
Number of issues raised with element of Patient Safety	3
Number of issues raised with elements of Bullying/ harassment	2
Did reporter describe having suffered detriment from speaking up	0
Staff Groups referrals came from	4 Nurses 3 A&C 4 Allied Health Professionals
Feedback Obtained	0

#### Whistleblowing Notifications

During Quarter 3 of 2018/19 (October- Dec 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
Q2 2018/19	13	0	0	0	0
Q3 2018/19	11	0	0	0	0

### Issues highlighted Quarter 3

- Other workplace behavioural concerns where level of management response has been poor/ slow leading to concerns being escalated
- Nature of how Trust communicates messages to staff regarding training compliance, Pilgrim ED
- Concerns from staff involved in HR matters about timeliness of process

### Freedom to Speak Up Guardian

The number of contacts with the Guardian have increased in the last two quarters. The appointment of the permanent Deputy Trust Secretary who will commence in March will allow the Guardian to give ring fenced time to supporting staff who need to speak up.

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. A communication package to encourage staff to act as FTSU Champions is in draft and will be rolled out during February. Building up a network of staff who can act as a front line contact point across all sites.

The Guardian has been invited to a number of team meetings to raise awareness of the role.

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.