

To:	Trust Board
From:	Jayne Warner
Date:	7 May 2019
Essential Standards:	

Title:	Freedom To Speak Up Quarterly Report Jan-Mar 2019										
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:	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Decision</td> <td style="width: 10%;"></td> <td style="width: 50%;">Discussion</td> <td style="width: 10%;"></td> </tr> <tr> <td>Assurance</td> <td>X</td> <td>Information</td> <td>X</td> </tr> </table>			Decision		Discussion		Assurance	X	Information	X
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Assurance	X	Information	X								
Summary/Key Points:	<p>The Trust has a responsibility to listen to staff, to be open and responsive to concerns that are raised.</p> <p>The report provides an update on the following</p> <ul style="list-style-type: none"> • 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:											
Equality Impact											
Information exempt from Disclosure											
None											
Requirement for further review?											

Freedom to Speak Up Guardian

Update to Trust Board

National Guardian's Office

National Guardian's Annual Conference

The Trust Guardian attended the National Guardian's Conference in March. The conference included keynote speeches from the Minister of State for Care and Dr Chris Turner from the Civility Saves Lives Campaign. The conference provided networking opportunities and there were discussions on how the new NHS regional framework would affect the local Guardian networks.

Data Collection

The National Guardian's Office are collecting and publishing quarterly data on FTSU. The most recent data collection took place at the end of April, requesting data from the quarter January 2019 to March 2019

Reporting Period	January 2019 – March 2019
Number of issues raised	10
Number of issues raised anonymously	0
Number of issues raised with element of Patient Safety	2
Number of issues raised with elements of Bullying/ harassment	6
Did reporter describe having suffered detriment from speaking up	0
Staff Groups referrals came from	3 Nurses 4 A&C 3 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
Q4 2018/19	10	0	0	0	0

Issues highlighted Quarter 4

- Workplace concerns where level of management response has been poor/ slow leading to concerns being escalated
- Concerns about behaviour of management/colleagues considered to be bullying in nature
- Concerns from staff involved in investigation about processes followed

Freedom to Speak Up Guardian

The number of contacts with the Guardian have increased in 2018/19 by 68% from contacts in 2017/18. The appointment of the permanent Deputy Trust Secretary 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.

The Trust launched a survey for staff asking what framework they would like to see for a new network of FTSU Champions. The results from the survey were shared at the Executive Team meeting and the majority of staff who had responded had requested that the network took the form of champions representative of each staff group with presence on all Trust sites. The next stage will be the launch of communications to staff asking them to nominate themselves or others to be champions. The Trust is using a role description which was developed nationally and champions will do their champion role in addition to their normal duties. A panel is being set up to review the nominations which will include the Exec and Non Exec Lead for FTSU and staff side representation. Once appointments are made Communications will provide support to publicise the network Trust wide.

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.