

Agenda Item 3vi

Report to:	Board of Directors	Date: 2nd May 2019
Report from:	Freedom to Speak Up Guardian Director of Workforce and Organisation Development Non-Executive Director responsible for Speaking Up	
Principal Objective/ Strategy and Title	Freedom to Speak Up Vision and Strategy April 2019 – March 2021 Freedom to Speak Up self-review tool for NHS trusts and foundation trusts	
Board Assurance Framework Entries	Governance – Well-led Framework Workforce Staff Engagement Patient Safety	
Regulatory Requirement	National Freedom to Speak Up Guardian	
Equality Considerations	N/A	
Key Risks	Staff do not feel confident to speak up and raise concerns	
For:	Approval	

1 Introduction

Effective speaking up arrangements help to protect patients and improve the experience of NHS workers. Having a healthy speaking up culture is an indicator of a well-led trust.

In May 2018 NHSI published a guide sets out our expectations of boards in relation to Freedom to Speak Up (FTSU), see link below:

[https://improvement.nhs.uk/documents/2468/Freedom to speak up guidance May2018.pdf](https://improvement.nhs.uk/documents/2468/Freedom%20to%20speak%20up%20guidance%20May2018.pdf)

This guide was accompanied by a self-review tool with a recommendation that regular and in-depth reviews of leadership and governance arrangements in relation to FTSU will help boards to identify areas of development and improve. Completing the self-review tool and developing an improvement action plan will help trusts to evidence their commitment to embedding speaking up and oversight bodies to evaluate how healthy the trust's speaking up culture is.

In April 2019 the self-review tool was completed by the Trust's Executive and Non-Executive leads on speaking up, Oonagh Monkhouse and Cynthia Conquest, respectively and the Trust's Freedom to Speak up Guardian (FTSUG), Tony Bottiglieri.

Following this review the FTSUG has developed a vision and strategy for Freedom to Speak up for the Trust. This will be widely communicated across the Trust.

Recommendation

The Trust Board is asked to:

- note the outputs from the self assessment
- approve the Speaking Up Vision and Strategy