



Freedom to Speak Up Vision and Strategy **April 2019 – March 2021**

Purpose

Sir Robert Francis's 'Freedom to Speak Up' review in February 2015 highlighted the need for the creation of the National Guardian and Freedom to Speak Up Guardians at every Trust in England as a 'vital step towards developing the right culture and environment for speaking up'. This document sets out the Trust's Freedom to Speak Up vision and strategy. This document should be read alongside the Trust's Whistleblowing raising concerns policy (DN259).

Our Vision

We are committed to promoting an open and transparent culture across the organisation to ensure that all members of staff feel safe and confident to speak out. Our Board and senior leadership team will support this agenda by:

- modelling the behaviours to promote a positive culture in the organisation;
- providing the resources required to deliver an effective Freedom to Speak Up function; and
- having oversight to ensure the policy and procedures are being effectively implemented.

Our FTSU Guardian has a key role in:

- helping to raise the profile of raising concerns in our organisation providing confidential advice and support to staff in relation to concerns they have about patient safety
- providing confidential advice and support to staff in relation the way their concern has been handled.

The Trust is fully engaged with the National Guardian's Office and the local network of Freedom to Speak Up Guardians in Cambridgeshire and the East of England to learn and share best practice.

Our Strategy

The Trust will take the following actions to deliver this vision:

- implement separate policies, which clearly differentiate between a grievance and raising a (whistleblowing) concern;
- Working towards resolution as a starting point to grievances

- increase effective awareness training for all staff so they are clear about what concerns they can raise and how to raise them;
- ensure managers are clear about their roles and responsibilities when handling concerns and are supported to do so effectively;
- provide regular communications to all staff (including those permanently employed on a full-time/part-time basis, temporary/ contracted workers and volunteers) to raise the profile and understanding of our raising (whistleblowing) concerns arrangements;
- communicate key findings to staff about the level and type of concerns raised and any resultant actions taken, as is appropriate under the scope of confidentiality;
- share good practice and learning from concerns raised, through a variety of fora, with the key aim of fostering openness and transparency, such as, newsletters, staff briefings, team meetings and the intranet; and
- actively seek the opinion of staff to assess that they are aware of and, are confident in using local processes and use this feedback to ensure our arrangements are improved based on staff experiences and learning.

Outcomes, Measures and Monitoring

1. Annual staff survey results
2. Regular review of referrals in to associated trust corporate function and services such as Human Resource and Local Counter Fraud reporting
3. To continuously seek to build upon the existing communication channels for staff to raise concerns, to include the effective use of staff forums and committees (e.g BAME/Joint staff consultative forums/walkabouts, and surgeries)
4. Raising the profile and opportunities for speaking up by investing in ambassador and champion representatives.
5. Quarterly FTSU updates for all staff via communication team and intranet.
6. Evidence that investigations are evidence based and led by someone suitably independent in the organisation, producing a report which focuses on learning lessons and improving care.
7. Annual reporting to the Trust executive board to inform on annual reporting themes and lessons learnt

Tony Bottiglieri - FTSU Guardian
April 2019