

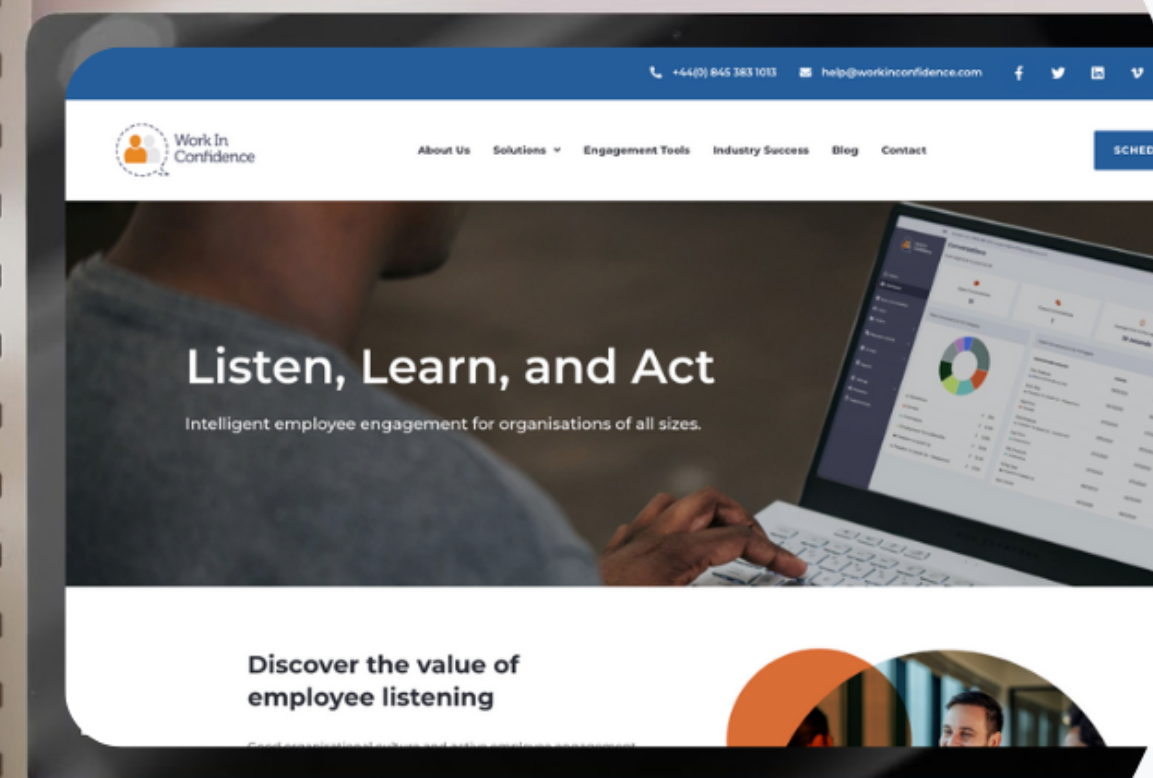


WorkInConfidence

Listen ● Learn ● Act



For further information contact info@workinconfidence.com

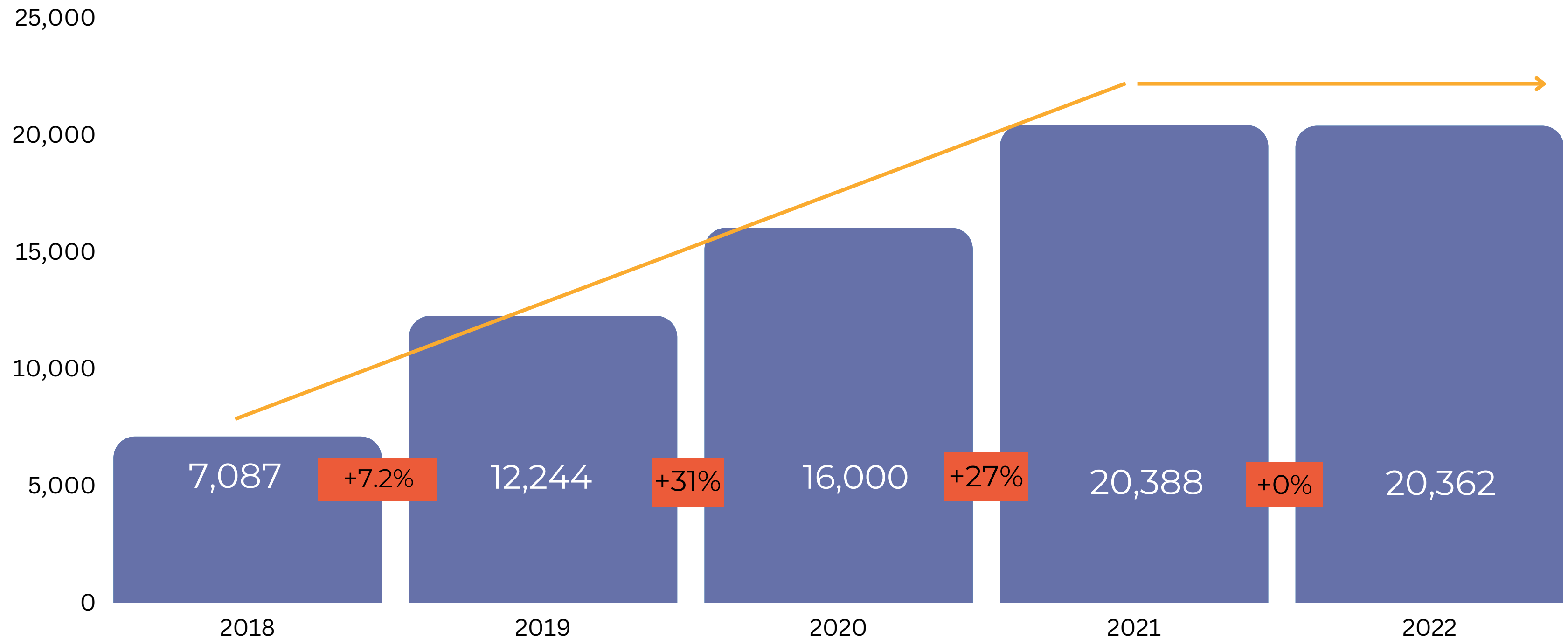


Making speaking up business as usual





Cases Raised with Freedom to speak Up Guardians (YE 30th March)

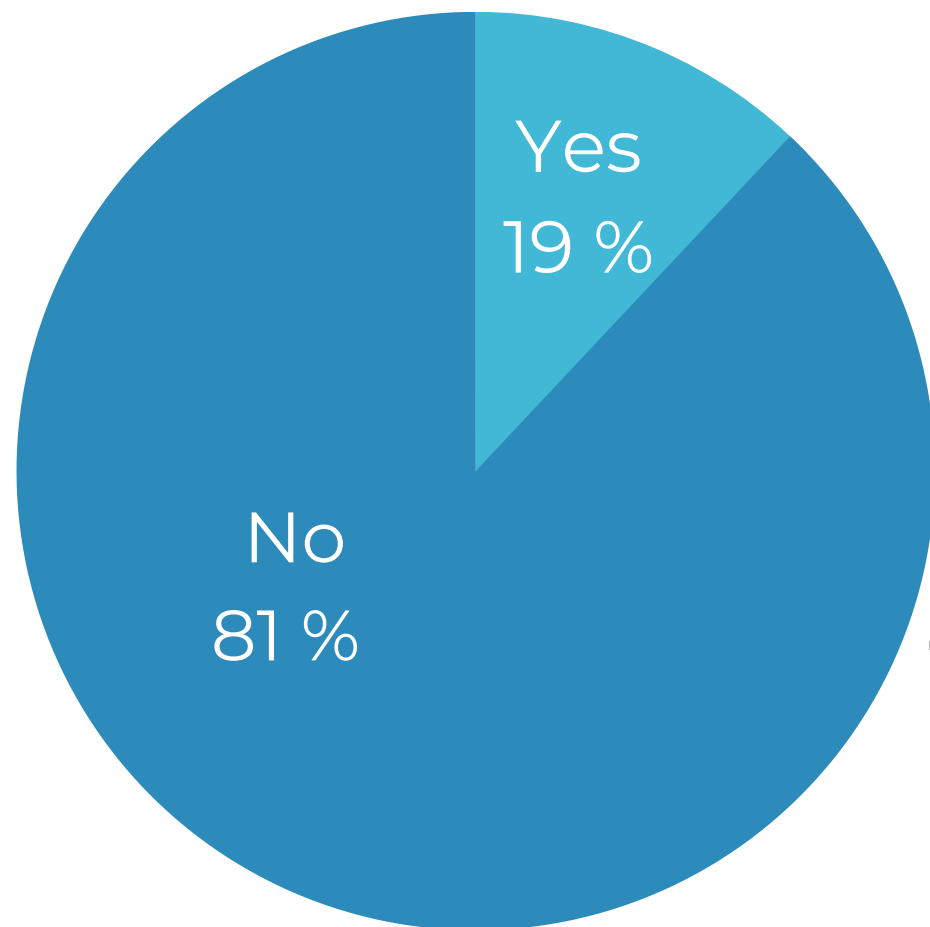




How many people are NOT speaking up on bullying & harassment from colleagues?



Have experienced at least one incident of harassment, bullying or abuse in the last 12 months from **colleagues**



THIS WOULD MEAN

243,000 of 1.3m people in the NHS had experienced bullying from a manager

Have you reported it?

Yes: 48%

No: 52%

THIS WOULD MEAN

126,412 people did not raise bullying and harassment by a colleague

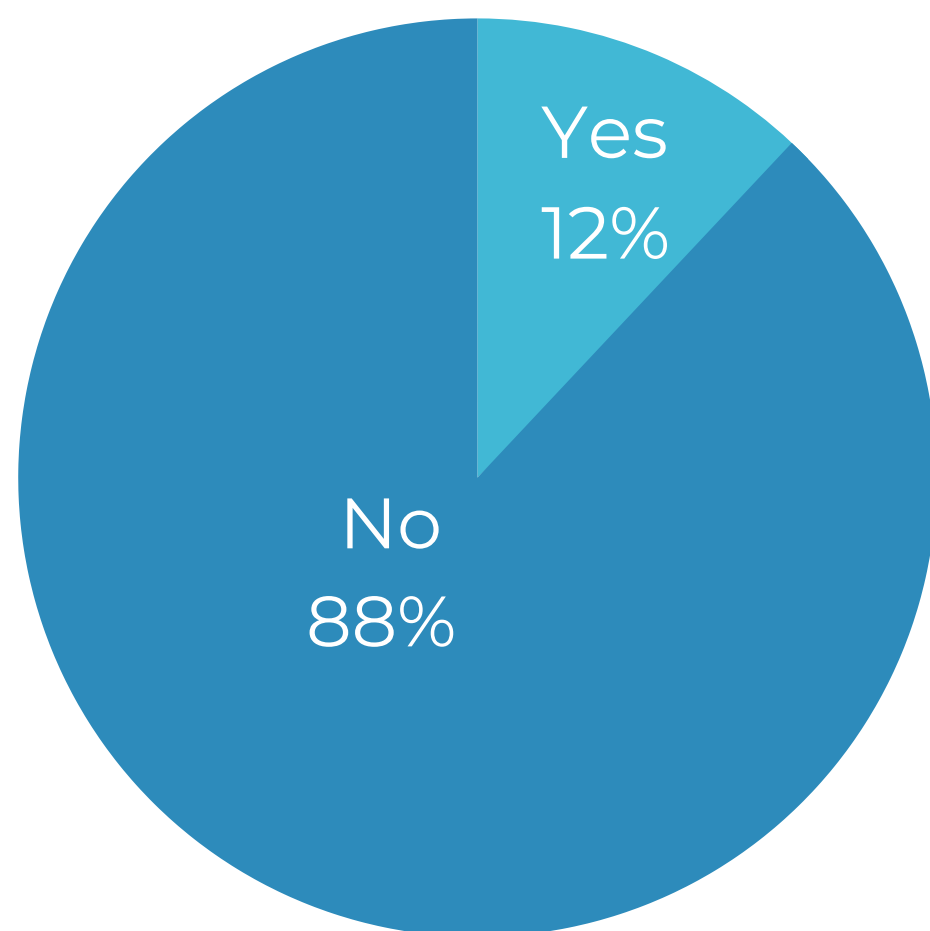


This would mean 204,000 people across the NHS who had been bullied or harassed by a manager or colleague had not raised it

How many people are NOT speaking up on bullying & harassment from managers?



Have experienced at least one incident of harassment, bullying or abuse in the last 12 months from **managers**



THIS WOULD MEAN

150,800 of 1.3m people in the NHS had experienced bullying from a manager

Have you reported it?
Yes: 48%
No: 52%

THIS WOULD MEAN

78,000 people did not raise bullying and harassment by a manager



This would mean 204,000 people across the NHS who had been bullied or harassed by a manager or colleague had not raised it



How many NHS staff are NOT speaking up?



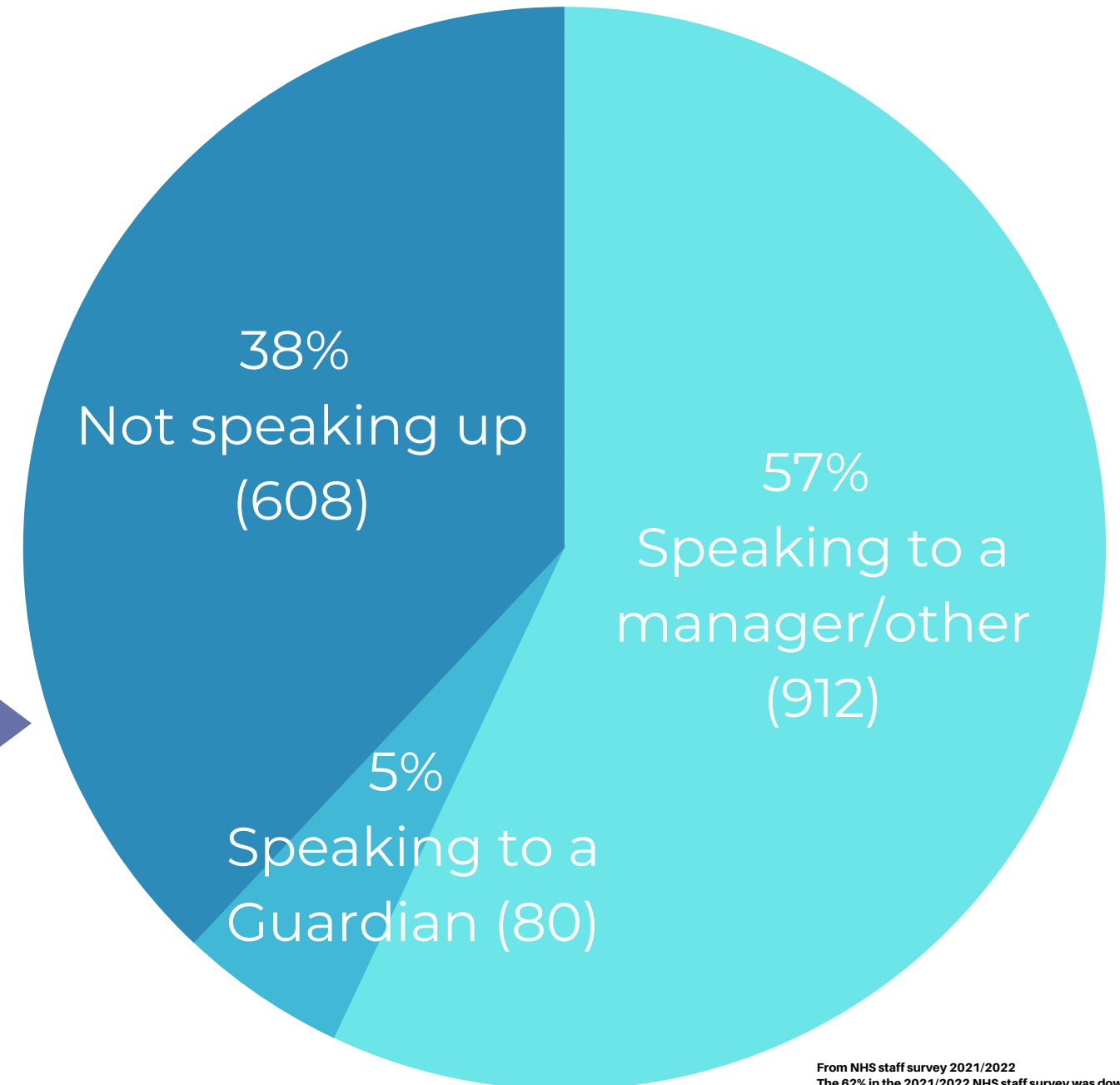
62% OF NHS STAFF FEEL SAFE SPEAKING UP (ABOUT ANYTHING THAT CONCERNS THEM)

They do so to a Manager or Freedom to Speak Up Guardian.

38% of staff don't speak up

For an average Trust of 5,000 staff see how this breaks down (32% of staff affected 1,600)

38% of people aren't Speaking Up. That could be 494,000 people in the NHS.



Cost of people not being able to speak up (Trust of 5,000 people)



Bullying

Could be costing

£3 Million a year



Whistleblowing

One related case can
cost as much as

£1 Million



Performance

Minor improvements
(0.5%) in performance
through enhanced
culture can save

£1 Million a year



Staff Churn

Could be costing

**£10 Million a
year**



Get in touch



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