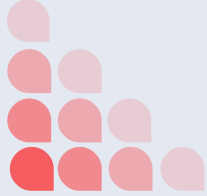


# Speaking Up for Safety



October is Freedom to Speak Up Month in the NHS.



**Speaking up when there are problems is the safe thing to do.**

**Everyone in the NHS has a part to play in making it safe, respectful, effective and compassionate.**

**Everyone should feel they have a voice in achieving this objective.**



The National Guardians Office wants to make speaking up business as usual for everyone, regardless of job role, background or circumstance. This is consistent with the NHS Values and NHS People Promise  
[#SpeakUpforInclusion](#)

The NHS Values and People Promise

**Commitment to quality of care, Working together for patients, Everyone counts**

**We are safe, We each have a voice that counts, We are always learning**

## Why?

Mid Staffs, Morecambe Bay and other tragedies have shown what happens when people cannot speak up.

## Where are we now? Still work to do

68.4%	Agreed their immediate manager cares about their concerns	31.6%	Do not
74.9%	Would feel secure raising concerns about unsafe clinical practices	25.1%	Do not
62.0%	Feel safe to speak up about anything that concerns them	38.0%	Do not

This could mean that across the NHS over 325k people don't feel safe and secure Speaking Up – but the need to Speak Up can arise anywhere in the system.

That's a huge number of opportunities to be safer and to improve being missed.

Imagine how much safer our NHS could be if everyone felt safe Speaking Up.

## What can you do?

- ▶ Be aware of how hard it can be for people to speak up
- ▶ Be open and constructive when people do speak up
- ▶ Ensure that everyone in your organisation feels safe speaking up
- ▶ Recognise that different people speak up in different ways and accommodate that
- ▶ Always call out poor behaviours when they occur

**We also need to understand Speak Up for Safety in the wider context, such as #CivilitySavesLives. Ensuring people are treated respectfully is also critical for Speak Up For Safety. People who feel disrespected, belittled, bullied or harassed will usually find it harder to Speak Up**



# How WorkInConfidence can help

## Supporting Healthy, Speaking Up Cultures

Working extensively within the NHS, WorkInConfidence helps deliver healthier organisations where everyone feels respected, engaged, understood and able to participate.

Our easy to use, highly trusted, anonymous employee feedback platform provides a consistent, secure channel for employees to confidently raise concerns or ideas around any workplace issue, giving employers the insight they need to implement a fast resolution.

### Anonymous Speak Up

A safe and secure way for your people to anonymously raise concerns via phone, tablet or PC.

### Employee Engagement Surveys

Easily set up, run and interpret surveys on engagement, respect, wellness or other topics to ensure you always understand your people, their needs and motivations.

### Discussion Boards

Demonstrate your commitment to collaboration and accelerate employee engagement to gain greater insights.

### HR Case Management

A secure online place to record, track, update and report on all speaking up matters, whether raised through WorkInConfidence Anonymous Speak up or other reporting routes.

**SCHEDULE A DEMO**

<https://inconfidence.bookafy.com>

