

Speaking Up for Inclusion



October is Freedom to Speak Up Month in the NHS.



Speaking up for inclusion is not only the right thing to do - it is the safe thing to do. Everyone in the NHS has a part to play in making it safe, respectful, effective and compassionate.



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?

"The vital work of the NHS would be impossible without the contribution of a broad range of people. A diverse and inclusive workforce ensures better care for patients. Yet despite considerable efforts and initiatives, it is clear that issues such as discrimination and harassment are present at every level of the health service"

"The moral and legal cases for NHS trusts to increase the diversity and inclusivity of their workforce are indisputable. There is also a robust evidence base demonstrating the benefits, including: improved quality of care for patients; a more sustainable workforce supply; and increased efficiency of services."
(The Nuffield Trust).

Where are we now and what can you do to improve the culture?

44.5% of NHS staff surveyed feel their organisation acts fairly with regard to their career progression regardless of ethnic background, gender, religion, sexual orientation, disability or age. **55.5% do not**

17.0% of BAME NHS staff have personally experienced discrimination at work in the last 12 months from managers or colleagues **83% have not**

68.5% Feel their organisation respects individual differences. **31.5% do not**



Promote inclusion and break down the barriers we know exist to enable all people to feel safe to speak up and be heard



Promote equality, diversity and inclusion and engage with staff networks and #SpeakUpforInclusion



Always call out poor behaviours when they occur



Be aware of the benefits to and need for equity and inclusion and be a supportive colleague



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.

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<https://inconfidence.bookafy.com>

