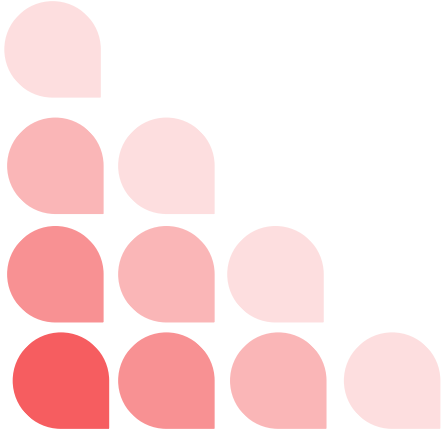


Breaking the Barriers to Speaking Up



FREEDOM TO SPEAK UP MONTH
October

Freedom to Speak Up Guardians in the NHS

Freedom to Speak Up Guardians act as an independent and impartial source of advice to staff at any stage of raising a concern. They should have access to anyone in the organisation they need to speak with, including the Chief Executive; Chair; Head of Governance; and Head of HR or Workforce. If necessary, they should be able to speak with appropriate bodies outside of the organisation.

The National Guardian's Office (NGO) supports the Freedom to Speak Up Guardians in the NHS, providing leadership, training and advice for Freedom to Speak Up Guardians based across all NHS trusts. The NGO provides challenge, learning and support to the healthcare system as a whole by reviewing trusts' speaking up culture and the handling of concerns where they have not followed good practice.

The NGO is an independent, non-statutory body with the remit to lead culture change in the NHS. The office is not a regulator but is sponsored by the CQC, NHS England and NHS Improvement.

How did Freedom to Speak Up Guardians come about?

The Freedom to Speak Up Review by Sir Robert Francis QC in November 2013 reviewed the experience of whistleblowing in the NHS. His conclusion was that there was a serious issue in the NHS with whistleblowing that:

“requires urgent attention if staff are to play their full part in maintaining a safe and effective service for patients”.

Sir Robert made a number of recommendations (Freedom to Speak Up Review) to deliver a more consistent approach to whistleblowing across the NHS and the report identified the Freedom to Speak Up Guardian as an important role.



NHS Staff Survey Results 22/23

- ▶ 56.0% of staff felt their organisation acts fairly with regard to career progression
- ▶ 9.0% of staff reported personally experiencing discrimination at work from managers or colleagues
- ▶ 69.5% of ethnic minority doctors experienced workplace racism more than once in the last two years. 17% regularly but 70% never raise it.





Work In
Confidence

Supporting Healthy, Speaking Up Cultures

Working in many NHS England Trusts and Welsh Healthcare, 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 Protect or other reporting routes. Fully integrated with [Anonymous Speak Up](#)

#BreakingFTSUSBarriers

Freedom to Speak Up Month - October 2022

Freedom to Speak Up Month in October is the highlight of National Guardians calendar – a chance to shine a spotlight and raise awareness of Freedom to Speak Up Guardians and the work which is happening across NHS organisations to make speaking up business as usual.

The theme for the 6th Speak Up Month is “Breaking the Barriers to Speaking Up”. Making it safe for people to come forward either anonymously or to their Freedom to Speak Up channels.

The safety of people who use and work in our NHS services is core to why Freedom to Speak Up is so vital.

Make speaking up business as usual for everyone; regardless of job role, background or circumstance.

Freedom to Speak Up
#BreakingFTSUSBarriers

WorkInConfidence supports the National Guardian's Speak Up Month campaign by highlighting solutions to challenges, sharing values and guidance, eBooks and useful content to help you achieve a speaking up culture within your organisation.

Employee Engagement, Wellbeing and Staff Retention

Respect: 60% of people experience or witness workplace bullying - less than half raise it. This costs the UK £18b a year; 52% of women suffer workplace harassment - less than a quarter raise it. Improve understanding of ED&I and wellness at work.

Engagement: Highly engaged organisations with strong employee voice are on average 21% more productive, have 41% less absenteeism and enjoy 59% less staff turnover.

Operations: Deep understanding of your people not only motivates them but means you work better, see problems earlier and never miss opportunities for development.

Continuous improvement: 90% of millennials want senior leadership to listen to their input. How much more productive are you when everyone feels they can contribute?