

Breaking the Barriers to Speaking Up

FEAR



Retaliation
Humiliation
Perceptions
Bullying &
Harassment

Build an open, honest and transparent culture, where people feel psychologically safe to raise ideas, concerns or issues.
Confidentiality is crucial.



FUTILITY



“What is the point of raising, nothing will get done about it “

Set and communicate clear expectations of how the organisation will handle any raised issues. Make it lead to change. Where possible share learnings and successes.



FUNCTION



“How do I raise something - anonymously or otherwise?”

Communicate how people can raise issues with you. Have multiple publicised routes - FTSU Guardian or two-way anonymous conversations.



FOLLOW-UP



“Nothing is being done, I haven't heard anything back”

Follow up, follow through, grasp learnings and thank raiser.

Implement measures for improvement and publicise these.

