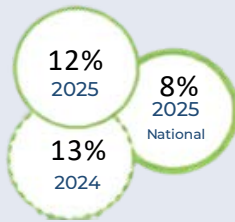


Number of staff: **13,078**

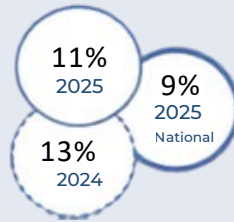
## The NHS Staff Survey and Speaking Up

### Discrimination

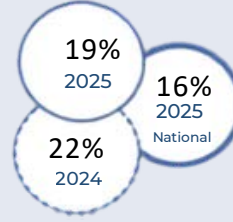


Have personally experienced discrimination at work from managers or colleagues in the last year

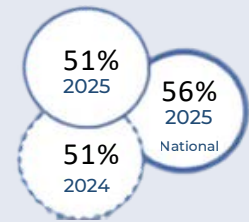
### Bullying & Harassment



Staff who experienced bullying from a manager in the last year



Staff who experienced bullying from a colleague in the last year



Bullied and harassed staff and they or a colleague raised it



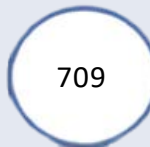
Number of staff who have experienced discrimination at work from managers or colleagues in the last year



Number of staff who experienced bullying or harassment from a manager in the last year



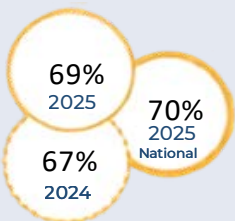
Number of staff who experienced bullying or harassment from a colleague in the last year



Number of staff who have experienced bullying or harassment from a manager in the last year and it was NOT raised



Number of staff who have experienced bullying or harassment from a colleague in the last year and it was NOT raised



I am able to make suggestions to improve the work of my team / department

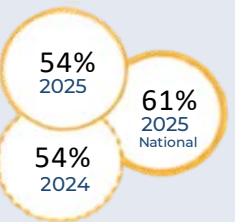


Number of staff who feel able to make suggestions for improvements



Number of staff who DO NOT feel able to make suggestions for improvements

## Do People Feel Safe to Speak Up?



I feel safe to speak up about anything that concerns me in this organisation



Number of staff who feel safe speaking up about anything that concerns them



Number of staff who DO NOT feel safe speaking up about anything that concerns them

BOOK A DEMO

dema@workinconfidence.com

### When People Cannot Speak Up the Cost is Enormous

|                                                               |             |
|---------------------------------------------------------------|-------------|
| Possible cost of bullying and harassment in your organisation | £18,962,382 |
| Estimated annual staff churn                                  | 1,321       |
| Possible cost of annual staff churn                           | £15,849,936 |
| Possible cost of one unfair dismissal claim                   | £4,500,000  |

Note: The above extrapolated calculations are across the whole workforce. Sources on request.

### Making Speaking Up even more effective

Freedom to Speak Up / Sexual Safety / Anti Racism / Other Areas

Freedom to Speak Up is doing an amazing job. However, there is still a Speak Up gap with somewhere between 30% and 50% of staff in the NHS Not feeling able to Speak Up.

That gap means that across the NHS, tens of thousands of cases where Speak Up would help are missed. Every one of these a missed opportunity to listen, learn and improve.

#### The most common inhibitors to Speaking Up are:

- **Fear:** Will Speaking Up impact how I am treated, my job security, my prospects?
- **Futility:** Will anything be done?
- **Function:** How do I Speak Up?

WorkInConfidence's widely adopted, highly effective platform helps you remove those inhibitors and plug the gap. We also help you get a more integrated approach across Freedom to Speak Up, Sexual Safety, Anti-racism and other areas of concern raising.

### WorkInConfidence – One Comprehensive Solution

#### Anonymous Speak Up

A trusted two-way platform for staff to raise concerns or ideas anonymously

#### Open Case Logging

Allows staff to directly log cases without anonymity, with a simple process

#### Case Management

Secure, consolidated storage and tracking of all cases whether raised on the platform or directly

#### Surveys

Check if your Speak Up process is effective and trusted

#### Clear Central Reporting

Provides oversight of cases and their statuses

### Contact WorkInConfidence

Want to improve these results? WorkInConfidence is the industry leading speak up and engagement platform that helps improve communication between staff and management.

Get in touch with us at [demo@workinconfidence.com](mailto:demo@workinconfidence.com)

**BOOK A DEMO**