

Recommendation <input type="checkbox"/> DECISION <input checked="" type="checkbox"/> NOTE	Trust Board are asked to note the contents of this report which refers to the Freedom to Speak Up Guardians 6 monthly review.
Reporting to:	Trust Board
Date	Thursday 29 th November 2018
Paper Title	Freedom to Speak Up Guardian 6 monthly Board Report
Brief Description	Information on the last six months statistics
Sponsoring Director	Workforce Director
Author(s)	Kate Adney, Freedom to Speak Up Guardian and Teresa Love, Freedom to Speak Up Guardian.
Recommended / escalated by	
Previously considered by	
Link to strategic objectives	Link to Trust Values - to promote a culture of openness and the freedom to speak up to ensure that our Trust is the safest and kindest place for our Patients and Workforce.
Link to Board Assurance Framework	
Equality Impact Assessment	<input checked="" type="radio"/> Stage 1 only (no negative impacts identified) <input type="radio"/> Stage 2 recommended (negative impacts identified) <input type="radio"/> negative impacts have been mitigated <input type="radio"/> negative impacts balanced against overall positive impacts
Freedom of Information Act (2000) status	<input checked="" type="radio"/> This document is for full publication <input type="radio"/> This document includes FOIA exempt information <input type="radio"/> This whole document is exempt under the FOIA

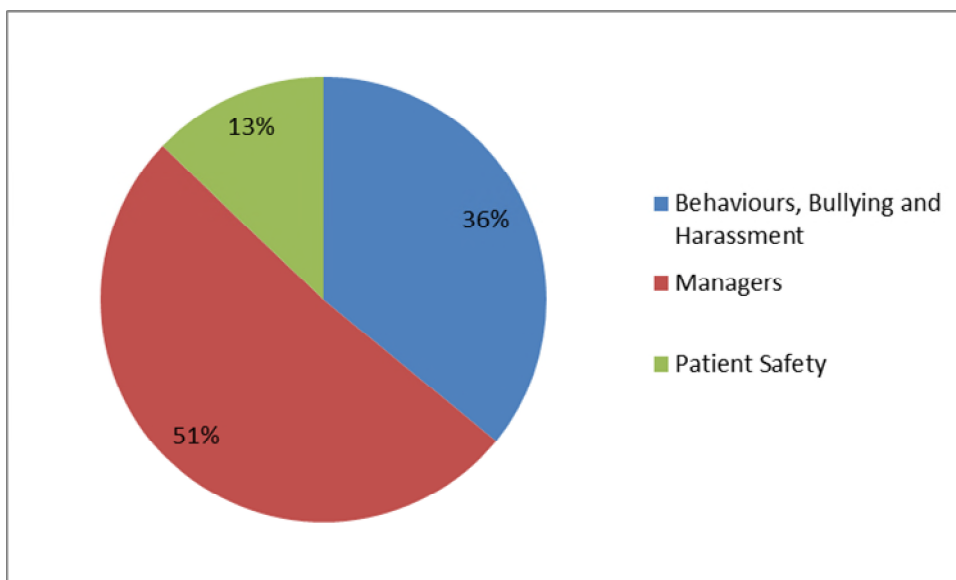
Introduction

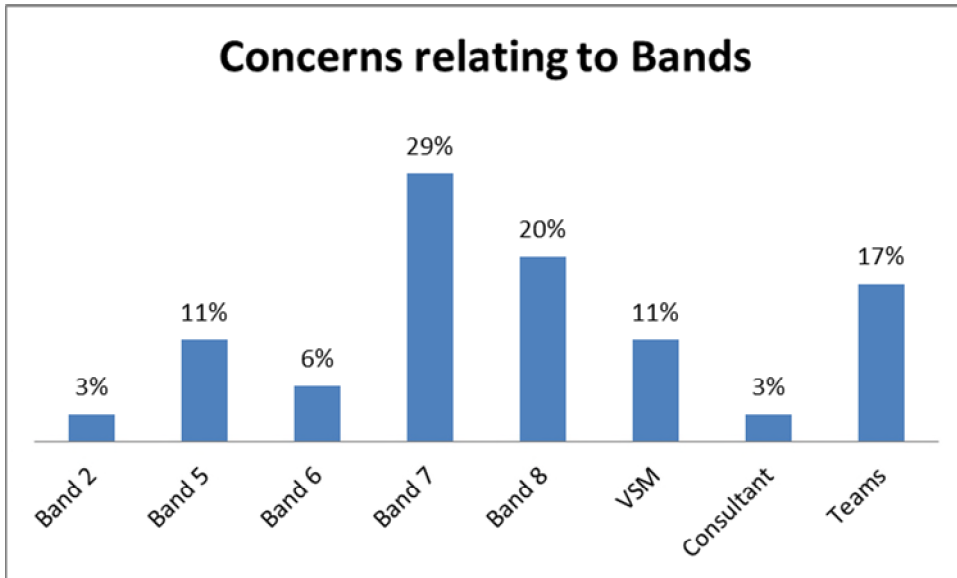
The FTSuG have been in place within the Trust for twenty one months. It is clear that the visibility of the role has increased and this has resulted in increasing numbers of staff accessing the support FTSuG offer. The report outlines the activity of the FTSuG in the last 6 months.

Summary of Findings

From April 2018 to November 2018 we have handled 33 Freedom to Speak Up cases. These have fallen into the following categories:

- Behaviours, Bullying and Harassment 36%
- Concerns relating to Managers 51%
- Patient Safety 13%





Over the past six months we have been working with individuals, teams and departments to listen to concerns and sign post or escalate accordingly.

We have held seven Round the Kitchen Table events, four at PRH, two at RSH and one at Shrewsbury Business Park. These sessions are marketed through emailing and displaying posters. We encourage Managers to release as many staff as possible and open conversations are held in a safe space with the opportunity for private conversations. The feedback is collected and followed up with the ward Manager with a 1:1 meeting.

We are in the process of increasing the amount of Freedom to Speak Up Champions at SaTH. They will have the opportunity to be trained in Freedom to Speak Up and support the process of raising concerns to the Guardians.

Henrietta Hughes the National Guardian came to SaTH on the 12th October as part of Freedom to Speak Up month and to see the work we have been doing.

We were interviewed by the CQC.

The Freedom to Speak Up Policy was updated in August 2018.

We attend the Workforce Committee meetings, regional Freedom to Speak Up meetings and have monthly meetings with the CEO, Workforce Director and bi-monthly meetings with the Chairman.

The Freedom to Speak Up Guardians hours have been increased from 10 hours a week to 15 hours a week.

Summary

It is helpful that the profile of the FTSuG is being recognised. The data presented demonstrates a significant number of issues raised have an element which would be managed through normal HR process. Potentially, the reason for this relates to current line management of the FTSuG being through to the HRD. The current arrangements has been beneficial in establishing the role, however it is recommended that in the future FTSuG will report into the Chair with review after six months. Further development of the role with explicit recruitment of a medical FTSuG will be initiated.

Success of these roles will be in a diminishing requirement as staff are empowered and able to raise issues directly and openly with confidence that they will be heard and responded to in a timely manner. It is clear that the current FTSuG are visible, accessible and pro-active and enabling the Board to have confidence that issues of patient safety are being raised through this route , in addition to normal governance processes.

Recommendation

1. Line management of FTSuG will transfer to Chair with immediate effect and this will be reviewed after six months.
2. Recruitment process for additional FTSuG with medical qualification to be progressed.