


## Board of Directors' Meeting 7 October 2021

<b>Agenda item</b>	235/21		
<b>Report</b>	Staff Story		
<b>Executive Lead</b>	Director of Governance and Communications		
	<b>Link to strategic pillar:</b>		<b>Link to CQC domain:</b>
	Our patients and community	√	Safe
	Our people	√	Effective
	Our service delivery	√	Caring
	Our partners		Responsive
	Our governance		Well Led
	<b>Report recommendations:</b>		<b>Link to BAF / risk:</b>
	For assurance		
	For decision / approval		<b>Link to risk register:</b>
	For review / discussion		
	For noting	√	
	For information		
	For consent		
<b>Presented to:</b>	Board of Directors		
<b>Dependent upon</b> (if applicable):	-		
<b>Executive summary:</b>	<p>This story by "Beth", Occupational Therapist, is the first to come to Board as a Freedom to Speak Up (FTSU) staff story and is being heard as part of the celebrations and awareness raising for October's 'speak up' month.</p> <p>The story highlights an interaction between colleagues where behaviours were not in keeping with Trust values, and the decision to speak up to the FTSU Guardians in the Trust.</p>		
			

## **1.0 Introduction**

- 1.1 This story captures Beths' experiences of speaking up about colleague behaviours and the steps taken in response to raising a concern.
- 1.2 It also conveys the emotional effects of experiencing poor behaviour.
- 1.3 This is presented as a spoken story by Beth.

## **2.0 Background**

- 2.1 The story captures the events of the interaction with colleagues on a ward, why they spoke up and came to FTSU, the process involved and the events following concerns being raised.
- 2.2 The story has a positive outcome, reflecting the commitment to instilling the values of the Trust.

## **3.0 The use of stories**

- 3.1 These stories are from the perspective of the people sharing their experience, providing a tool through which they can share what is important to them, enabling and empowering storytellers to tell their story in their own words and in their own way.
- 3.2 The stories provide an honest and genuine insight into their experience, offering a different perspective and an opportunity to reflect.

## **4.0 Risks and actions**

- 4.1 In the coming months further FTSU stories will come to Board, highlighting the importance and experience of those speaking up, and the learning and actions taken as a result.

## **5.0 Conclusion**

- 5.1 The Board of Directors is asked to note this story, and take assurance from the work being undertaken to embed the value of FTSU across the Trust, to improve patient and staff experience.