



Freedom To Speak Up

Summary for Board
March 2020





Implementation

What it is

Freedom To Speak Up is a new NHS initiative. It was launched in response to recommendations from the Francis Report into the issues at Mid-Staffs Trust.

The purpose is to promote a safe working environment where concerns can be raised, heard and acted on. This includes the role of a Guardian who provides a confidential route for any concern to be raised confidentially.

The emphasis is on the positive:

- Be aware of and deal with problems and risks before they escalate.
- Psychological safety and improved moral for colleagues.

What we did

In Summer 2019 NHSBT introduced Freedom To Speak Up and recruited a Guardian - James Lomas.

Following research, networking, and setting up of systems, we launched in September 2019.

We raised awareness through normal comms channels and via centre visits.

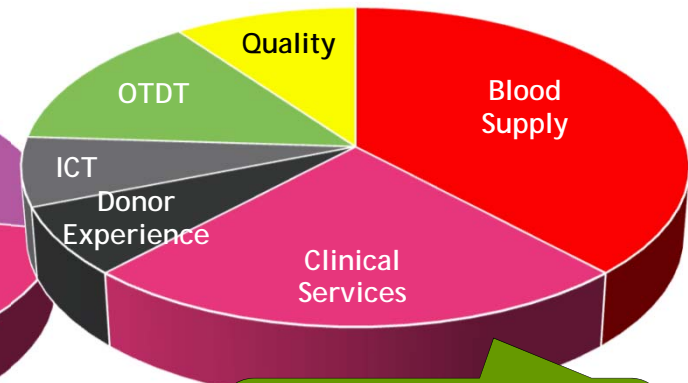
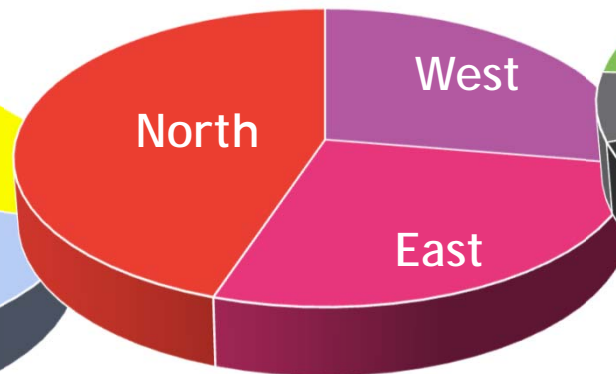
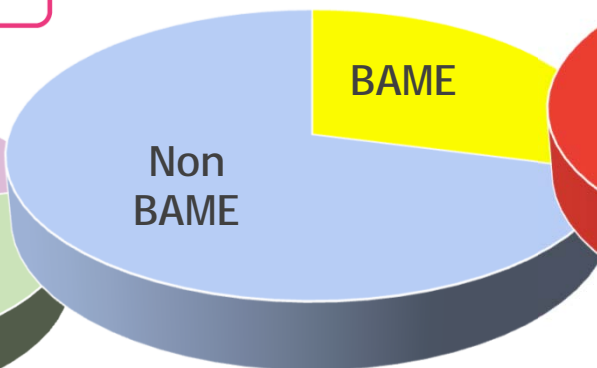
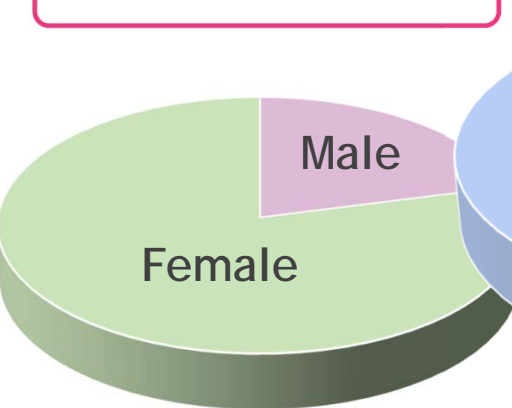
We also ran a survey of colleagues about speaking up, with 615 responses.

FREEDOM TO SPEAK UP

LISTENING TO YOUR CONCERNS

Sep - Feb: 31 Concerns

Concerns come from...



Retro-fitted for new directorates. Allocated by directorate of individual raising concern, not subject of concern.

Concerns about...

PEOPLE issues - 26

- Workplace / Dignity / Relationships/ Behaviour – 16
- Equipment, support, training – 3
- Work arrangements – 3, Safety & Wellbeing - 3
- Bullying / harassment 1

ORGANISATION issues - 5

- Policy, decision, direction – 1,
- Project risk – 2,
- Regulatory / procedural- 2

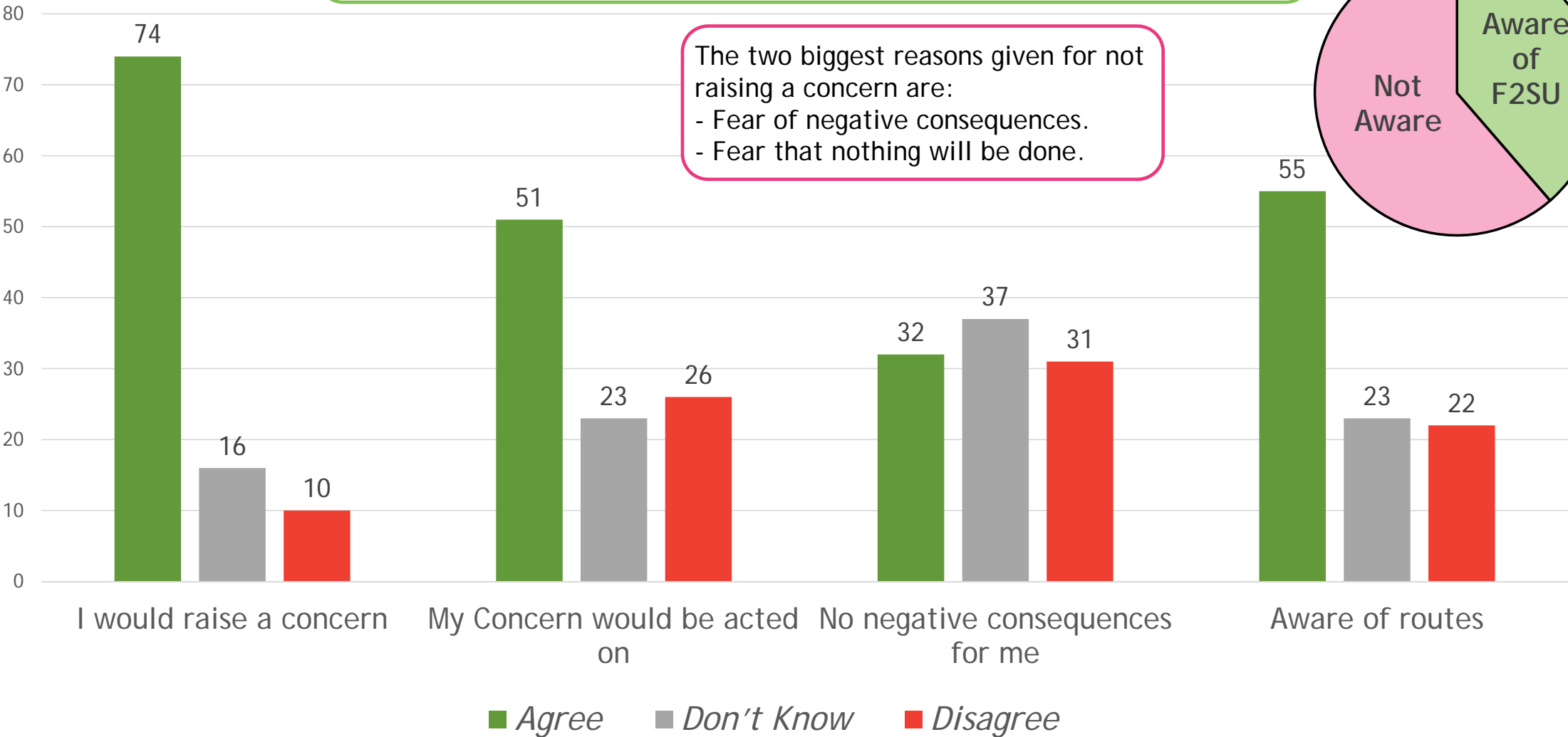
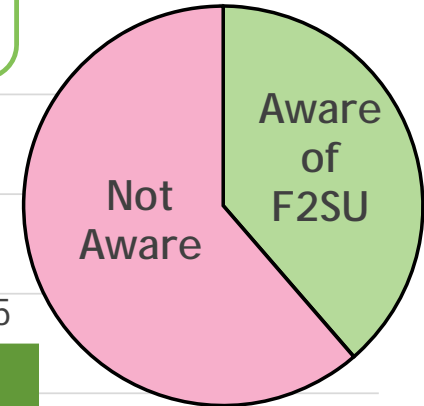
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What we found: Colleague survey, late 19

NHS
Blood and Transplant

The two biggest reasons given for not raising a concern are:
- Fear of negative consequences.
- Fear that nothing will be done.





Next Steps

Review, workshops and dialogue to identify the future strategy for Freedom To Speak Up in NHSBT:

- Purpose and Strategic aims (eg proactive vs reactive)
- Links with other departments and activities
- Structure and positioning

Future approach to be agreed in summer of 2020.