

Thursday, 31 January 2019

<b>Report Title:</b>	<b>Freedom to Speak Up Guardian (FTSUG)</b>
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<b>Previously considered by:</b>	POD

Approval     
  Discussion     
  Information     
  Assurance

**Executive summary**

This brief incorporates an update on Concerns raised in Q1,2 & 3, the TORs for the Raising Concerns Steering Group (RCSG) and a copy of the National Guardian's second Annual Report within which is a summary of the 2018 Freedom to Speak Up Guardian Survey.

With regards to concerns raised in Q1, 2 & 3 there have been 28 across ESNEFT sites. These are briefed on a confidential basis to the lead NED (SID) and Director HR and include Patient Safety Concerns, allegations of Bullying and Harassment, working relationship breakdowns and poor behaviour in the treatment of staff observed by others. Each concern raised is taken to the appropriate member of staff who is best placed to resolve the matter. In many cases this is at Executive Team level and on each occasion that the Freedom to Speak up Guardian (FTSU) has done so he has been fully supported by the Executive. In addition these Quarterly figures are reported to the National Guardians Office and are included alongside those of each Trust in the country. ESNEFT is not an outlier compared to other Trusts and the numbers of concerns raised remains steady.

It was agreed that the RCSG would be resurrected to offer guidance and support to the FTSU Guardian, with a reformed membership that more accurately reflected the needs of the Trust, rather than the ad hoc arrangements of the past. The TORs for the RCSG are enclosed for information and will be formally reviewed at the first meeting of the group. Comment, amendment or suggestion is welcome. One of the first tasks of RCSG should be the review of National Guardian Case Reviews (referred to in the National Guardians Annual Report) and where applicable recommendations from those case reviews that should be implemented within ESNEFT. A synopsis is enclosed for information.

The National Guardians report is worth scanning and gives a feel for the current situation across the NHS with regard to Speaking Up. ESNEFT data has been submitted as required and the Trust Self Review Tool has been seen by the main board and approved. The Self Review Tool does though belong to the Board and not the FTSU and it is important as we move forward that ownership of this document is acknowledged. With this in mind and following the Leadership Development day and POD it would be useful for the Board to endorse the new FTSU vision :

““We encourage our staff to raise concerns openly, or anonymously if they prefer, safe in the knowledge they will be supported if they do, to make our trust a positive and trustworthy place to work and receive care.”

**Action Required of the Committee**

Acknowledge this report and endorse the ESNEFT Raising Concerns Vision.

<b>Link to Strategic Objectives (SO)</b>		<b>Please tick</b>
SO1	Improve quality and patient outcomes	<input checked="" type="checkbox"/>
SO2	Provide better value for money	<input type="checkbox"/>
SO3	Sustain and improve access to services that meet the needs of the population	<input type="checkbox"/>
SO4	Deliver a sustainable, skilled workforce	<input type="checkbox"/>

<b>Risk Implications for the Trust</b> <i>(including any clinical and financial consequences)</i>	Patient Safety and Reputation
<b>Trust Risk Appetite</b>	Choose an item.

<b>Legal and regulatory implications</b> <i>(including links to CQC outcomes, Monitor, inspections, audits, etc)</i>	Click here to enter text
<b>Financial Implications</b>	Click here to enter text
<b>Equality and Diversity</b>	Click here to enter text