

TRUST BOARD

Title:	Whistleblowing/Speaking Up Policy
Action:	FOR APPROVAL
Meeting:	15th January 2020

Purpose:

The Whistleblowing (Raising Concerns/Freedom to Speak Up) Policy was approved by the Trust Board in July 2018 to include Freedom to Speak Up Champions. However, to enhance the investigation process for all concerns that involve staff; the following changes are being proposed:

(A) Revising item **10.3** of the Policy which reads:

10.3 *If the concern is raised locally with a line manager, lead clinician or mentor/professional lead (for students), it is the responsibility of the manager to whom the concern was reported **to ensure the concern is added to the whistleblowing register.***

This will be changed to:

10.3 *If a concern is raised locally with a line manager, lead clinician or mentor/professional lead (for students), it is the responsibility of the manager to whom the concern was reported to **notify the Freedom to Speak Up Guardian so that the concern is added to the whistleblowing register.***

(B) In relation to how we investigate concerns that involve members of staff we propose to include a Raising Concerns Standard Operating Procedure which would be followed for any concerns raised (**Appendix 1**).

Recommendation:

The Board is asked to approve the proposed changes to the Whistleblowing (Raising Concerns/Freedom to Speak Up).

	Name	Title
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Executive sponsor:	Anita Pisani	Deputy Chief Executive

Trust Objectives

Objective	How the report supports achievement of the Trust objectives:
Provide outstanding care	The report demonstrates that the Trust and its leaders monitor and deal with concerns raised by staff. This is a key indicator of maintaining and delivering a safe service.
Collaborate with other organisations	Collaboration with the National Freedom to Speak Up Guardian Office is fundamental to the effective delivery of this policy. Our Freedom to Speak Up Guardian works in collaboration with other organisations Freedom to Speak Up Guardians and this policy supports this approach.
Be an excellent employer	Providing an environment where staff feel safe and secure to raise concerns is key to the Trust being an excellent employer. This policy supports the Trust's open and transparent culture.
Be a sustainable organisation	Not covered in this report

Trust risk register

None

Legal and Regulatory requirements:

National Guardian's Office/NHSE/Improvement's Guidance for Boards on Freedom to Speak Up

Previous Papers:

Title:	Date Presented:
Whistleblowing (Raising Concerns/Freedom to Speak Up)	July 2018

Diversity and Inclusion implications:

Objective	How the report supports achievement of objectives:							
Achieve an improvement in the percentage of service users who report that they are able to access the Trust services that they require.	The Investigation Procedure for all concerns that involve staff will support the delivery of this objective							
To introduce people participation in our diversity and inclusion initiatives to capture the experience of hard to reach/seldom heard/varied community groups.	Not covered in this report							
Introduce Disability Passport Scheme to record agreed reasonable adjustments.	Not covered in this report							
To utilise the diverse experience and backgrounds of our Trust Board members in promoting an inclusive culture.	Not covered in this report							
Are any of the following protected characteristics impacted by items covered in the paper								
Age	Disability	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation

