



Report Cover Sheet

Report to:	Trust Board	
Date of the Meeting:	27 January 2021	
Agenda Item:	P1-014-21	
Title:	Freedom to Speak Up – Quarter 3	
Report prepared by:	Angela Wendzicha	
Executive Lead:	Sheila Lloyd	
Status of the Report:	Public	Private
	X	

Paper previously considered by:	
Date & Decision:	

Purpose of the Paper/Key Points for Discussion:	<p>The following paper illustrates the detail in relation to issues raised through the Freedom to Speak Up route.</p> <p>The Board will note that during Quarter 3, one episode of contact through the Freedom to Speak Up Guardian route has been received.</p> <p>The Board is asked to note the progress made with the recruitment of an additional 7 Local Guardians and the ongoing work to further raise the profile of the importance of speaking up.</p>
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Action Required:	Discuss	X
	Approve	
	For Information/Noting	X

Next steps required	
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The paper links to the following strategic priorities (please tick)

Deliver outstanding care locally	x	Collaborative system leadership to deliver better patient care	x
Retain and develop outstanding staff	x	Be enterprising	
Invest in research & innovation to deliver excellent patient care in the future		Maintain excellent quality, operational and financial performance	

The paper relates to the following Board Assurance Framework (BAF) Risks

BAF Risk	Please Tick
1. If we do not optimise quality outcomes we will not be able to provide outstanding care	
2. If we do not prioritise the costs of the delivering the Transforming Cancer Care Programme we will not be able to maintain our long-term financial strength and make appropriate strategic investments.	
3. If we do not have the right infrastructure (estate, communication & engagement, information and technology) we will be unable to deliver care close to home.	
4. If we do not have the right innovative workforce solutions including education and development, we will not have the right skills, in the right place, at the right time to deliver the outstanding care.	
5. If we do not have an organisational culture that promotes positive staff engagement and excellent health and well-being we will not be able to retain and attract the right workforce.	x
6. If we fail to implement and optimise digital technology we will not deliver optimal patient outcomes and operational effectiveness.	
7. If we fail to position the organisation as a credible research partner we will limit patient access to clinical trials and affect our reputation as a specialist centre delivering excellent patient care in the future.	
8. If we do not retain system-side leadership, for example, SRO for Cancer Alliance and influence the National Cancer Policy, we will not have the right influence on the strategic direction to deliver outstanding cancer services for the population of Cheshire & Merseyside.	
9. If we do not support and invest in entrepreneurial ideas and adapt to changes in national priorities and market conditions we will stifle innovative cancer services for the future.	
10. If we do not continually support, lead and prioritise improved quality, operational and financial performance, we will not provide safe, efficient and effective cancer services.	x

Equality & Diversity Impact Assessment		
Are there concerns that the policy/service could have an adverse impact on:	YES	NO
Age		X
Disability		X
Gender		X
Race		X
Sexual Orientation		X
Gender Reassignment		X
Religion/Belief		X
Pregnancy and Maternity		X

If YES to one or more of the above please add further detail and identify if a full impact assessment is required.



Angela Wendzicha, Associate Director of Corporate Governance

Freedom to Speak Up: Quarter 3

1. Introduction

Effective 'Speaking Up' within organisations helps to protect patients and improve the experience of staff. The current arrangements within the Trust to support effective speaking up insofar relate to the following:

- Non-Executive Lead –Geoff Broadhead from 1 January 2021
- Executive Lead – Sheila Lloyd
- Lead Guardian – Angela Wendzicha
- Local Guardians – Derry Sinclair, Paul Callister and Vanda Fitchett.
- Speaking Up Champions - Julie Holemans, Alun Evans, Abdul Qayum, Rupali Gleeson, Helen Vanston, Andrew Garner and Nicola Brown.
- Dedicated e-mail for 'Speaking Up'
- Approved Policy
- Approved Strategy and Implementation Plan
- Quarterly Guardian Team Meetings
- Visual communications throughout the Trust.

The following report illustrates the activity relating to Freedom to Speak Up for Quarter 3 2020/2021.

2. Activity during Quarter 3 (1 October 2020-31 December 2020)

During Quarter 3, there was one contact through the Freedom to Speak Up route; this is in comparison with four during the comparative quarter last year. The isolated issue related to concerns a member of staff had with management of sickness. The individual was supported to seek union representation and the matter remains ongoing within the Trust.

3. Progress on Developments to Further Raise the Profile

Progress has been made in relation to raising the profile and progressing actions to encourage a Freedom to Speak Up culture. In November 2020, a call for 'Speaking Up Champions' resulted in a total of 7 'Speaking Up Champions' joining the team. Training, developed by the National Guardian Office and delivered by the Lead Guardian is in place for February. In addition, the Trust has a new Non-Executive Director

lead, Geoff Broadhead and the team welcome him on-board. The new Champions are from varied disciplines such as Nursing, Clinical, Advanced Practitioners and the Corporate Quality team.

The Trust Policy, 'Freedom to Speak Up, Raising Concerns in the Workplace' is currently undergoing its' annual review by the Lead Guardian and will be presented through the Committee structure in February. In addition, the Speaking Up Strategy Implementation Plan is under review and publication of this will coincide with the re-launch of the revised Policy and the new Speaking Up Champions.

The National Guardian Office has published national guidelines on the content of Speaking Up training for all organisations within the health sector. The training comprises:

- Core training for all workers
- Line and middle manager training
- Senior leaders training

Health Education England was expected to develop a package of support by April 2020 but this was not published as a result of the impact of Covid-19 with further updates awaited.

An update on progress relation to the Strategy Implementation Plan will be presented at the March Board.