

The Freedom to Speak Up Guardian Role at STH

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Why a Freedom to Speak Up (FTSU) Guardian Role?

- Sir Robert Francis's report into the culture of raising concerns in the NHS was published in February 2015.
- As a result of the Francis Report, the role of FTSU Guardian was developed and all NHS organisations are required to have a FTSU Guardian role in place.
- The role is designed to be genuinely independent, and provides capacity to support the creation of an open culture based upon listening and learning, and to empower and encourage staff to speak up safely.
- Following publication of the Francis Report, STH revised its Raising Concerns at Work Policy and Procedure which was launched on 1 April 2016, and incorporated the role of the FTSU Guardian.

Who co-ordinates FTSU at STH?

- Two Freedom to Speak Up Guardians
Staff Governors – Cath Hemingway
and Irene Mabbott
- Executive Lead – Mark Gwilliam
- Non Executive Lead – Annette Laban
- Human Resources Support – Deborah
Wardle

Reporting concerns

- Can come from:
 - General complaints
 - Anonymous letters
 - The Freedom to Speak Up Guardians / Advocates
 - Human resources Processes
 - Staff side
- These will be reported locally into the Executive Team annually as well as into the national dataset

Reporting those concerns.....

Database includes these fields:

Date received:

Reported by:

Reported to:

Person or service whistleblowing relates to

Brief description of the issue

Investigator allocated:

Date sent to:

Outcome:

Actions to be undertaken as a result:

Status

Where we are now

- Two Freedom to Speak Up Guardians at STH
- FTSU Guardians linked into national and regional training and peer support forums
- Regular meetings of the team,
- Agreed Terms of Reference and Communication Strategy
- Previously advertised for the role of Directorate based Advocates
- Awaiting a further advertisement via Comms
- These advocates will receive training and become part of a trust wide Advocate community

What are the next steps?

- Build up a broader portfolio of Advocates across STH
- Advocate Training – to include:
 - The Raising Concerns at Work Policy
 - The roles and expectations of the FTSU Guardians and Advocates
 - Linking the roles into the bigger, national picture
 - Resources and support mechanisms
- Future Sharepoint site – highlighting:
 - Who the Guardians and Advocates are at STH
 - What they do – training opportunities
 - Resources to help
 - Channels of communication for anyone wanting to raise a concern
- An ‘All FTSU Advocates’ emailing list
- Monitor reporting trends and feed into implementation group – review

