

SHEFFIELD TEACHING HOSPITALS NHS FOUNDATION TRUST

EXECUTIVE SUMMARYREPORT TO THE BOARD OF DIRECTORSHELD ON 16 SEPTEMBER 2015

Subject	Freedom to Speak Up – Update
Supporting TEG Member	Assistant Chief Executive
Author	Neil Riley
Status¹	

PURPOSE OF THE REPORT

To update the Board of Directors on the work to date / further action required.

KEY POINTS

- All recommendations are RAG rated.
- Key outstanding issues identified.
- Action plan for completion.

IMPLICATIONS²

AIM OF THE STHFT CORPORATE STRATEGY 2012-2017		TICK AS APPROPRIATE
1	Deliver the Best Clinical Outcomes	✓
2	Provide Patient Centred Services	
3	Employ Caring and Cared for Staff	✓
4	Spend Public Money Wisely	
5	Deliver Excellent Research, Education & Innovation	

RECOMMENDATIONS

The Board is requested to:

- Note the progress to date;
- Agree the timescale for the completion of the action plan;
- Contribute to addressing the challenging issues set out above.

APPROVAL PROCESS

Meeting	Date	Approved Y/N
TEG	02/09/2015	Y
Board of Directors	16/09/2015	

¹ Status: A = Approval
A* = Approval & Requiring Board Approval
D = Debate
N = Note

² Against the five aims of the STHFT Corporate Strategy 2012-2017

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FREEDOM TO SPEAK UP - UPDATE

BOARD OF DIRECTORS - 16 SEPTEMBER 2015

Background

The original report 'Freedom to Speak Up' by Sir Robert Francis was published in February 2015. In July 2015 the Government response was published. It forms part of a wider response covering the Public Accounts Committee report on SUIs and Morecombe Bay, as well as the Freedom to Speak Up report.

In respect of the Freedom to Speak Up report, it states that local organisations are expected "*to take forward the actions that are for them in an effective, proportionate and affordable manner*".

Sheffield Teaching Hospitals' Response

An overall action plan covering the full scope of the Government response is currently being brought together. This update concerns the specific issues arising from the Freedom to Speak Up report.

Current Position

The current position is set out at Appendix 1. In summary, progress can be categorised as follows:

- Of the 27 recommendations, they have been categorised as follows
 - 13 = Green
 - 13 = Amber
 - 1 = Red

Next Steps

A task and finish group consisting of the Non-Executive Director responsible for Freedom to Speak Up, the Executive lead, the Assistant CEO and the Director of Human Resources will meet, as required, to oversee the completion of the action plan by the end of November 2015 with a further update to the November 2015 Board of Directors.

Whilst much of this is straight forward, there are four particular challenges.

- The possible workload for the Executive lead. Whilst this is difficult to quantify at this stage, early indications are that it could be onerous.
- How to publicly celebrate instances of raising concerns.
- Making an appropriate appointment to the new role of Freedom to Speak Up Guardian. Early work on this aspect has concentrated on devising a job description which is consistent with, and meet the requirements of, the original report and this is attached at Appendix 2.
- The requirement as part of the good practice section of the report to identify "*a nominated manager in each department*" to take forward the overall approach set out in the Freedom to Speak Up report.

The group will be giving particular consideration to these matters and the Board's views are sought on these issues in order to inform those discussions.

Conclusion

The Board is requested to:

- Note the progress to date;
- Agree the timescale for the completion of the action plan;
- Contribute to addressing the challenging issues set out above.

Neil Riley
Assistant Chief Executive
9 September 2015