

Meeting Title	Mid and South Essex Acute Trust Boards in Common (Public)		
Meeting Date	13 TH November 2019	Agenda No	10
Report Title	Freedom to Speak Up		
Lead Executive Director	Danny Hariram, Chief People & OD Director		
Report Author	June-Anne Murray, Guardian Service (Q4 and Q1 Guardian Service Report) Sue Bridge, Associate Director of Human Resources		
Action Required	Decision <input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Monitoring <input type="checkbox"/> <i>(please tick)</i>		
Background / Context	<p>Our commitment to ensuring there is a culture to support Freedom to Speak Up (FTSU) within our workforce is essential to the Group to ensure we deliver safe, caring and excellent services.</p> <p>Implementing all national guidance for FTSU is part of our commitment to the wider equality agenda as well as an open and transparent reporting culture where staff feel safe to raise concerns. This work provides the basis for the group approach to FTSU.</p> <p>Following on from the Francis Inquiry (2013 and 2015) the NHS launched Freedom to Speak Up (FTSU). The aim of this initiative was to foster an open and responsive environment and culture throughout the NHS enabling staff to feel confident to speak up when things go wrong. This is a key element to ensure a safe and effective working environment.</p>		
Guardian Service Q4 and Q1 Report	The report sets out the current position across the MSE group by way of the FTSU Guardian, which is a 6-monthly national reporting Board requirement.		
MSE Freedom to Speak up Strategy	<p>In line with the national guidance, an MSE Group Freedom to Speak up Strategy / approach and action plan has also been developed.</p> <p>The strategy and associated action plan will be monitored and tracked through the People & OD committee in Common.</p> <p>The strategy has been shared with NHSI and positive comments have been received.</p>		
Assessment of Implications			
Financial implications	N/A		
Risk	<ul style="list-style-type: none"> • Failing to meet CQC Health & Social Care regulations • Group HR&OD BAF 3.1. (Risk to workforce instability as a result of high levels of turnover and inability to reduce these levels, resulting in low staff morale and further increased turnover). 		

Equality and Diversity	As far as can be ascertained this paper has no detrimental impact for the nine protected characteristics under the Equality Act 2010.
Freedom of Information	No exemptions apply.
Other Implications Identified	None to note
Recommendation	The Trust Boards in Common are asked to note the contents of the Guardian report Q4 and Q1 and are assured that national guidelines are being met by the Trusts.
Appendices	Appendix 1: Q4 and Q1 Guardian report