



FREEDOM TO SPEAK UP

CREATING AN OPEN AND HONEST REPORTING CULTURE IN THE NHS

Freedom 2 Speak Up (F2SU) is a scheme by which staff can raise concerns in a safe and confidential manner with the reassurance that they will not suffer any consequences as a result.

All staff and volunteers in the NHS have a responsibility to raise any genuine concerns about a risk, malpractice or wrongdoing at work (such as a issues to patient safety, fraud, breaches of patient confidentiality), which may affect patients, the public, other staff or the organisation itself, at the earliest reasonable opportunity.

Many will have heard the term 'whistleblowing' from the high-profile cases reported in the media, particularly following the publication of the Francis Report. Unfortunately whistleblowing earned itself a bad reputation and subsequently NHS staff soon became reluctant to speak up for fear of what may happen to them or their careers once they reported an appropriate concern. With F2SU staff can be confident that their concerns will be handled confidentially and be fully supported.

There is an information presentation on the NWAS Learning Zone which will tell you more about F2SU along with guidance on how to raise a concern. It also details the process that will be followed, along with information on how staff will be protected.

There are also a network of F2SU Advocates throughout NWAS who can also offer extra advice and support.

The trust's F2SU Guardian is the only one who will know if a concern has been raised, will protect that person's identity, provide support and regular feedback as the concern is investigated.

F2SU has a dedicated email address: **Freedom2.SpeakUp@nwas.nhs.uk** in which concerns can be raised or you can call the Guardian directly on **07812 305 485**.