

REPORT TO THE TRUST BOARD (PUBLIC)

REPORT TITLE	Freedom to Speak Up Self Review Tool
AUTHOR	Taff Gidi, Company Secretary
EXECUTIVE SPONSOR	Taff Gidi, Company Secretary
DATE OF MEETING	08 June 2021
PRESENTED FOR	Approval
ITEM PREVIOUSLY CONSIDERED BY	Board (Private) – 13 April 2021 Executive Meeting – 19 May 2021 People & Culture Committee - 25 May 2021

Presented For: Definitions

Information	For information only. Not to be discussed at meeting unless members have specific questions.
Discussion	For discussion and possibly future decision. This includes items presented for assurance.
Decision	For approval and/or when any other decision is required

PURPOSE OF THE REPORT

This paper presents Freedom to Speak Up Vision & Strategy and the draft self-review tool for approval by the Board.

RISKS RELEVANT TO THE PAPER

Risk ID	Risk Description
n/a	

RISK APPETITE RELEVANT TO THE PAPER

DOMAIN	TRUST RISK APPETITE LEVEL	DESCRIPTION OF RISK APPETITE
Staff Experience/ Outcomes	Cautious - Preference for safe delivery options that have a low degree of inherent risk and may only have Limited potential for reward	Tolerance for risk taking limited to those events where there is little chance of any significant negative impact on staff experience or outcomes. Decision making authority generally held by senior managers.

THE BOARD IS ASKED TO:

1. Approve the Freedom to Speak Up Vision & Strategy in Appendix 1
2. Approve the revised Freedom to Speak Up Self-assessment in Appendix 2.
3. Approve the actions that are anticipated to be fully met once the vision and strategy is approved by the Board and to authorise the self-assessment to be updated after the meeting.

STRATEGIC GOALS THIS REPORT SUPPORTS *(Check all that apply)*

Delivering outstanding care and experience	<input checked="" type="checkbox"/>
Recruiting developing and retaining our workforce	<input checked="" type="checkbox"/>
Improving and developing our services and infrastructure	<input type="checkbox"/>
Working together with local health and social care providers	<input checked="" type="checkbox"/>
Delivering financial sustainability	<input type="checkbox"/>

OTHER IMPLICATIONS OF THE PAPER

Legal/ Regulatory Relevance:	NHS Improvement License : FT4: Foundation Trust Governance Health and Social Care Act 2008 (Regulated Activities) Regulations 2014: Regulation 17
NHS Constitution Delivery	N/A
Freedom of Information Release	This report can be released under the Freedom of information Act 2000

Equality and Diversity Implications *(Check all that apply)*

Age	Gender	Ethnicity	Disability	Pregnancy/ Maternity	Marriage/ Civil Partnership	Religion/ Belief	Sexual Orientation	Gender Reassignment
<input checked="" type="checkbox"/>								
<i>Additional comments</i>								

1. EXECUTIVE SUMMARY

- 1.1 The Freedom to Speak Up Vision & Strategy in Appendix 1 has been updated following comments from the Board in April 2021 and is now presented for approval.
- 1.2 The attached Freedom to Speak Up self-assessment shows the final position agreed by the Executive Team as well as the People and Culture Committee for presentation to Board for approval.
- 1.3 In the self-assessment, we have also identified areas that will be addressed by the Vision and Strategy once approved.
- 1.4 The Board is asked to support the actions that are anticipated to be fully met once the vision and strategy is approved by the Board and to authorise the self-assessment to be updated after the meeting.

2. VISION & STRATEGY

- 2.1 The Freedom to Speak Up Vision & Strategy in Appendix 1 has been updated following comments from the Board in April 2021 and is now presented for approval.
- 2.2 There are a number of actions that are currently rated as 'Partially Met' which are linked to the Trust having a Board approved Freedom to Speak Up Vision and Strategy.
- 2.3 The Trust has been working on developing a vision and strategy since last year. The development included engagement with wider staff to ensure that the voice of staff was reflected in the strategy. In addition to the Board and the Hospital Management Committee, the vision and strategy was shared with the following groups for feedback:
 - FTSU Champions
 - Nursing & Midwifery Advisory Group
 - Equality, Diversity & Inclusion Steering Group
 - All Staff Networks
 - Trust Partnership Group
- 2.4 If the vision and strategy is approved by the Board, we expect a number of indicators to be fully met once this is completed. In anticipation of this, we have added a separate column showing areas that will be addressed once the vision and strategy is in place.
- 2.5 The Board is asked to approve the Freedom to Speak Up Vision & Strategy in Appendix 1.

3. SELF-ASSESSMENT

- 3.1 The Trust last conducted a Freedom to Speak Up self-assessment in 2018. Since then the trust has taken a number of steps to strengthen our Freedom to Speak Up

arrangements including the appointment of a Fulltime Freedom to Speak Up Guardian.

- 3.2 In April 2021, the Board was presented with an initial version of the revisions. It was agreed that the Executive would take this away, review and agree a proposal to be presented to the People & Culture Committee and then to the Board for a final approval.
- 3.3 The Executive reviewed this on 19 May 2021 and suggested some changes. These were made and then signed off by the Chief executive before being presented to the People and Culture Committee.
- 3.4 The column titled "*To what extent is this expectation being met?*" shows the current position as at the writing of this paper based on an initial review by the Executive Team. This is supported by the evidence column and has been endorsed by the People & Culture Committee.
- 3.5 The identified actions in the column titled "*What are the principal actions required for development?*" will be pulled into a separate action plan which will be included in the regular updates to the Board. Where actions have been identified, an expected completion date for the action has been included.