

|                             |  |             |                               |
|-----------------------------|--|-------------|-------------------------------|
| <b>Report Title</b>         | Freedom to Speak Up: Self-Review and Action Plan |             |                               |
| <b>Sponsoring Executive</b> | Kam Dhami, Director of Governance                |             |                               |
| <b>Report Author</b>        | Kam Dhami, Director of Governance                |             |                               |
| <b>Meeting</b>              | Trust Board                                      | <b>Date</b> | 7 <sup>th</sup> February 2019 |

### 1. Suggested discussion points *[two or three issues you consider the Trust Board should focus on]*

At the Trust's Board in December 2018 we reviewed our own self-assessment of the freedom to speak up culture within the Trust, and invited our FTSU guardians to undertake a parallel assessment. This paper presents an integrated view, and will form the basis for our 2019 Speak Up plan, which will incorporate our work with FTSU guardians.

The Board will recall that in 2018-19 we have had precisely the average number of issues raised with FTSU guardians as similar sized organisations. However, we have invested heavily in our nine Guardians and want to make them a more prominent part of the organisation culture.

At the same time, Speak Up is a much broader strategy, and we will ensure that the 1000 staff who signed up to Speak Up feel involved in the deployment plans we have for the year ahead.

Whilst Speak Up spans a number of issues, during 2019-20 we will routinely report progress with the plan to the Board's Quality and Safety Committee.

### 2. Alignment to 2020 Vision *[indicate with an 'X' which Plan this paper supports]*

|                |  |                          |  |                                     |   |
|----------------|--|--------------------------|--|-------------------------------------|---|
| Safety Plan    |  | Public Health Plan       |  | People Plan & Education Plan        | X |
| Quality Plan   |  | Research and Development |  | Estates Plan                        |   |
| Financial Plan |  | Digital Plan             |  | Other <i>[specify in the paper]</i> |   |

### 3. Previous consideration *[where has this paper been previously discussed?]*

December public Trust Board

### 4. Recommendation(s)

The Trust Board is asked to:

- a. DISCUSS, AMEND and APPROVE the self-assessment
- b. RECEIVE the 2019-20 Speak Up Plan at the April Board meeting
- c. DELEGATE routine oversight to the Quality and Safety Committee from April 2019

### 5. Impact *[indicate with an 'X' which governance initiatives this matter relates to and where shown elaborate]*

|                            |                   |     |   |   |  |                       |        |
|----------------------------|-------------------|-----|---|---|--|-----------------------|--------|
| Trust Risk Register        |                   | n/a |   |   |  |                       |        |
| Board Assurance Framework  |                   | n/a |   |   |  |                       |        |
| Equality Impact Assessment | Is this required? | Y   | X | N |  | If 'Y' date completed | Mar 19 |
| Quality Impact Assessment  | Is this required? | Y   | X | N |  | If 'Y' date completed | Mar 19 |

# SANDWELL AND WEST BIRMINGHAM HOSPITALS NHS TRUST

## Report to the Trust Board: 7<sup>th</sup> February 2019

### Freedom to Speak Up: Self-Review and Action Plan

**1.**

1.1

1.2

**2.**

2.1

2.2

**3.**

3.1

3.2

**4. Recommendation**

4.1 The Trust Board is asked to:

a)

b)

Kam Dhami  
Director of Governance

26<sup>th</sup> January 2019

# SANDWELL AND WEST BIRMINGHAM HOSPITALS NHS TRUST

## Report to the Trust Board: 7<sup>th</sup> February 2019

### Freedom to Speak Up: Self-Review and Action Plan

5.

5.1

5.2

6.

6.1

6.2

7.

7.1

7.2

**8. Recommendation**

8.1 The Trust Board is asked to:

c)

d)

Kam Dhami  
Director of Governance

26<sup>th</sup> January 2019