

From: FOIA foia@hee.nhs.uk 
Subject: FOI-264-170305
Date: 3 April 2017 at 09:11
To: minhalexander@aol.com
Cc: FOIA foia@hee.nhs.uk



Dear Mr Alexander,

RE: Freedom of Information Request

I refer to your email of 06 March 2017 in respect of attaining information relating to Freedom to Speak Guardians.

I can confirm in accordance with S.1 (1) of the Freedom of Information Act 2000 (FOIA) that we do hold some of the information that you have requested.

Your request

An action plan from the government report "Learning not blaming" is that HEE should develop guidance on suitable training for Freedom to Speak Guardians:

"HEE will develop and publish guidance on training for this role working with the CQC and the Independent National Officer. We would expect HEE to take into account the work the INO will undertake around recruitment for this role."

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/445640/Learning_not_blaming_acc.pdf

Please disclose:

- 1) What action has HEE taken so far in response to this government objective
- 2) Any reports, interim reports, or equivalent (such as correspondence that reported on this HEE workstream) on HEE's work on this issue
- 3) Any guidance or draft guidance or recommendations and conclusions by HEE on the training for Speak Up Guardians
- 4) What specialist advice has HEE sought in formulating its guidance? Which organisations has HEE consulted? What efforts has HEE made to seek whistleblowers' views?
- 5) Has HEE paid for any specialist advice on whistleblowing? Please give details. In particular, has HEE paid the charity Public Concern at Work for any advice during this piece of work? If so, please disclose the amount paid.
- 6) How many times has HEE met with the National Guardian or the National Guardian's office regarding this work
- 7) All correspondence and meeting records between HEE and the National Guardian and the National Guardian's office about this work

Response

Health Education England (HEE) has an approved Raising Concerns at Work policy for staff. Please find a copy attached for information. HEE is in the process of appointing a Freedom to Speak Up Guardian. Further work is planned for 2017/18;

this will include ensuring that our current organisation-wide Contact Officer network receives appropriate training to fully support our Freedom to Speak Up Guardian.

The attached policy was developed closely around NHS England's guidance to [Primary Care on whistleblowing](#). HEE had sought to implement all of these recommendations within its policy.

The policy was drafted in full partnership with our recognised Trade Unions. HEE will continue to work in partnership with Trade Unions as this work develops

HEE has not yet conducted any work with the National Guardian or their office, but this may change as the Contact Officer network's training needs are identified and implementation of our Freedom to Speak Up policy continues in the next financial year. However, HEE are working closely with the National Social Partnership Forum on developing system leadership on a whole range of issues, including Freedom to Speak Up.

I hope that this information is of use. If you are dissatisfied with the way in which we have dealt with your request you can ask us to review our decision by writing to:-

Mr Lee Whitehead
Director of People and Communications
Health Education England
2 - 4 Victoria House,
Capital Park,
Fulbourn,
Cambridge
CB21 5XB

If at the conclusion of any review you remain dissatisfied you may complain to the Information Commissioner who can be contacted at:-

The Office of the Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely

Erin Wood
Public & Parliamentary Accountability Manager

Health Education England
Blenheim House | Duncombe Street | Leeds | LS1 4PL

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