

Freedom To Speak Up Review- The role of the Freedom To Speak Up Guardian

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“The Freedom to Speak Up Guardian:

- is recognised by all as independent and impartial
- has direct access to the CEO and the chair of the board
- has authority to speak to anyone within or outside of the trust
 - is an expert in all aspects of raising and handling concerns
- has dedicated time to perform this role, and is not expected to take it on in addition to existing duties
- watches over the process, and ‘oils the wheels’
- offers support and advice to those who want to raise concerns, or to those who handle concerns
- ensures that any safety issue is addressed and feedback is given to the member of staff who raised it
- safeguards the interests of the individual and ensures that there are no repercussions for them either immediately or in the longer term
- takes an objective view where there are other factors that may confuse the issue, such as pre-existing performance issues, to enable these to be pursued separately
- identifies common themes and ensures that learning is shared
- raises concerns with outside organisations if appropriate action is not taken by their employer
- works with Human Resources to develop a culture where speaking up is recognised and valued
- helps drive culture change from the top of the organisation.”

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“7.6.17

The INO [National Freedom To Speak Up Guardian] would in essence fulfil a role at a national level similar to the role played by effective Freedom to Speak Up Guardians locally. They would not take on cases themselves, but could challenge or invite others to look into cases which did not appear to have been handled in line with good practice or where it appeared that a person raising a concern had experienced detriment as a result of raising the concern. The INO could also provide a resource for the system as a whole by supporting Freedom to Speak Up Guardians and by offering guidance on good practice informed by developing experience from the cases considered”