

Freedom to Speak Up 2024

Welcome to our annual newsletter

Everybody should feel respected at work and that their views are valued. We've compiled a mixture of reading lists, articles, podcasts, training and health care information to help support you in your role.

The theme for this year is **#ListenUp** where we focus on the power of listening and its importance in encouraging people to feel able to speak up.

LISTEN

Freedom to Speak Up policy for the NHS ebook (version 2):

<https://www.england.nhs.uk/wp-content/uploads/2022/06/PAR1245i-NHS-freedom-to-speak-up-national-Policy-eBook.pdf>

Events

Speak Up Month Annual Conference: Living Our Values

15th October, 9.00 – 4.30. Join us at any point by typing bit.ly/FTSU24VC or scanning the QR code. Contact ijeoma.korie@swft.nhs.uk for a diary invitation/more information



Come visit our marketplaces, meet the teams and watch our learning sessions:

- 14th October at the Digital Hub, Stratford Hospital, 9.00 – 15.00
- 18th October at Raveloe's Conference room, GETEC, George Eliot Hospital, 9.00 – 15.00 (World Menopause Day)
- 22nd October at the John Turner Building, Room 2, Warwick Hospital, 9.00 – 15.00

For further information about timings/sessions, please contact ijeoma.korie@swft.nhs.uk

Training, Webinars, Guides & Resources

Take a look at the **Lunch and Learn webinars** available from the National Guardian's Office <https://www.youtube.com/playlist?list=PL-Ouw5bZd3PL4Qh4-OtR9VAg4MFicw4Hh>

The **Freedom to Speak Up e-learning** from National Guardian's Office is available to anyone working in healthcare <https://nationalguardian.org.uk/speaking-up/training-for-workers/>



Training, Webinars, Guides & Resources (cont.)



Looking to develop your local listening strategy? Have a look at the **Listening Well Guidance**.
<https://www.england.nhs.uk/long-read/listening-well-guidance/>

Want to know more about the **Power of Speaking Up**? This reflective exercise takes around 30 minutes and is aimed at all levels of staff wanting to know more about the dynamics of speaking up. <https://www.uhsussex.nhs.uk/wp-content/uploads/2023/07/Speak-up-%E2%80%93-A-Reflective-Guide.pdf>

Need to have a look at **Case Studies and Good Practice in Speaking Up**? Try the National Guardian's Office <https://nationalguardian.org.uk/learning-resources/case-studies/>

Interested in **Top Tips for Supporting the Psychological Safety of Staff**? See what NHS Employers say <https://www.nhsemployers.org/articles/top-tips-supporting-psychological-safety-staff>

KLS Hub

Your first stop for information searching is to type **Speak Up** in the search box to find useful books and journal articles:

(GEH) <https://gehswift.wordpress.ptfs-europe.co.uk/information-resources/geh-cls-hub/>

(SWFT) <https://gehswift.wordpress.ptfs-europe.co.uk/information-resources/swft-cls-hub/>

Articles & reports

Allen, D. (2024) '**Practical advice on how to handle a bullying or incompetent boss: Tips on initiating constructive conversations with your boss and where to seek help and support over poor leadership, including your own union, human resources or a Freedom to Speak Up guardian**', Nursing Management UK, 31(4), pp. 12-13.

<https://doi.org/10.7748/nm.31.4.12.s5>

Brykman, K.M. et al. (2024) '**Too depressed and anxious to speak up: The relationships between weekly fluctuations in mental health and silence at work**', Journal of Occupational Health Psychology, 29(3), pp. 174-187. <https://doi.org/10.1037/ocp0000375>

Clarke-Romain, B. (2024) '**Supporting nurses in acute and emergency care settings to speak up**', Emergency Nurse, 32(3), pp. 16-21. <https://doi.org/10.7748/en.2023.e2162>

Covell, Y. (2023) '**What is a Freedom to Speak Up guardian?: How those in the role support nurses and other clinicians in raising concerns, and the skills you need to be a guardian**', Nursing Standard, 38(10), pp. 55-56. <https://doi.org/10.7748/ns.38.10.55.s17>

Feinmann, J. (2024) '**Confidence among NHS staff to speak up about clinical concerns hits five year low**', BMJ (Clinical research ed.), 386, p.q1677. <https://doi.org/10.1136/bmj.q1677>



Articles & reports (cont.)

Foster, S. (2024) '**Why we all need to speak up**', British Journal of Nursing, 33(1), p. 49.
<https://doi.org/10.12968/bjon.2024.33.1.49>

Mitchell, G. (2024) '**Postcode lottery surrounding freedom to speak up, inquiry hears**', Nursing Times, 22 May. <https://www.nursingtimes.net/news/workforce/postcode-lottery-surrounding-freedom-to-speak-up-inquiry-hears-22-05-2024/>

NHS Race and Health Observatory (2024) '**Statement in response to new Health Services Safety Investigations Body (HSSIB) report on NHS temporary workers and patient safety**' (5 September), Available at: <https://www.nhsrho.org/news/statement-in-response-to-new-health-services-safety-investigations-body-hssib-report-on-nhs-temporary-workforce-and-patient-safety/>

O'Dowd, A. (2023) '**How to create a healthy "speaking up" culture: After the Letby case exposed faults in the NHS's response to concerns, nurse managers must ensure staff can speak up**', Nursing Management - UK, 30(5), pp. 10-11.
<https://doi.org/10.7748/nm.30.5.10.s4>

Reitz M, Higgins J. (2021) '**Speaking truth to power: why leaders cannot hear what they need to hear**', BMJ Leader 2021, 5 pp. 270-273. <http://dx.doi.org/10.1136/leader-2020-000394>

Workman-Stark, A. (2022) '**Why won't people speak up? Unpacking silence at work**', Development and Learning in Organizations: An International Journal, 36(3), pp. 1-4.
<https://doi.org/10.1108/DLO-05-2021-0092>

Please note, you may need an OpenAthens username and password to access online resources. [Register here for free](#)

Books

Take a look at our **Speak Up booklist** available from the library using the QR code



Don't forget, you can also search the [library catalogue](#) and reserve books held by other health libraries across the Midlands to collect from your Trust library.

<https://koha.healthlibrariesmidlands.nhs.uk/cgi-bin/koha/opac-main.pl>

Podcasts

Chidgey-Clark, J. (2022), **Speak Up, Listen Up, Follow Up - The National Guardian's Office**, Available at: <https://open.spotify.com/show/5u5uucyTlS1EXhU1yvX65M>

Grimes, T. (2023), **Bringing the Freedom to Speak up National Policy and Guidance to life in your organisation**. Available at: https://soundcloud.com/nhsengland/tom-grimes-head-of-advocacy-learning-nhs-england/s-n4heiLOoAhm?si=3eb472fb036740bb875e5749a082da8b&utm_source=clipboard&utm_medium=text&utm_campaign=social_sharing

Knight-Jackson, A. (2023). **Creating inclusive speak up cultures through nursing leadership**. Available at: https://soundcloud.com/nhsengland/angela-knight-jackson-mbe/s-r4XEauDefSY?si=3eb472fb036740bb875e5749a082da8b&utm_source=clipboard&utm_medium=text&utm_campaign=social_sharing

Seenan, K. (2023). **The importance of staff speaking up in tackling discrimination**. Available at: https://soundcloud.com/nhsengland/kuvy-seenan-head-of-equality-inclusion-wres-expert-midlands-region-nhs-england/s-gPh7lyEPnVu?si=3eb472fb036740bb875e5749a082da8b&utm_source=clipboard&utm_medium=text&utm_campaign=social_sharing

Videos

NHS leadership, performance and patient safety. Available at: <https://committees.parliament.uk/event/21571/formal-meeting-oral-evidence-session/>

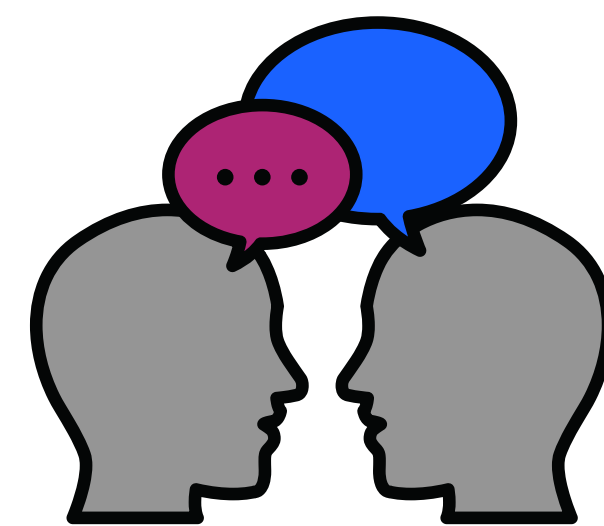
Richmond Pope, K. (2017), **How whistleblowers shape history**. TEDxDePaulUniversity, Available at: https://www.ted.com/talks/kelly_richmond_pope_how_whistle_blowers_shape_hi_story_

Ryder, L. (2022), **An experience of speaking up**. National Guardians Office. Available at: <https://www.youtube.com/watch?v=ZKTkYnvBPH4>

Waytz, A. (2018), **Why do whistleblowers risk speaking out?** TEDMED Talks. Available at: <https://www.tedmed.com/talks/show?id=734333>

National Guardian's Office (2020), **An insight into being a freedom to speak up guardian**. Available at: <https://www.youtube.com/watch?v=B8z7jYf4GL0>





Blogs

Chidgey-Clark, J. (2022), **Have a conversation with your Freedom to Speak Up Guardian**, National Guardian : Freedom to Speak Up Blog, 26 July. Available at: <https://nationalguardian.org.uk/2022/07/26/have-a-conversation-with-your-freedom-to-speak-up-guardian/>

Garbett, J. (2020), **'Freedom to Speak Up Month - My Speak Up Heroes'**, Cygnet Group Blog, 20 October. Available at: <https://www.cygnetgroup.com/blog/freedom-to-speak-up-month-my-speak-up-heroes/>

Chidgey-Clark, J. (2023), **'Speaking Up needn't be lonely'**, National Guardian : Freedom to Speak Up Blog, 12 May. Available at: <https://nationalguardian.org.uk/2022/05/12/speaking-up-neednt-be-lonely/>

HSSIB (2024) **'Discrimination stops temporary workers speaking up about safety concerns'**, Health Services Safety Investigations Body, 5 September. Available at: <https://www.hssib.org.uk/news-events-blog/discrimination-stops-temporary-workers-speaking-up-about-safety-concerns/>

Walsh, J. (2023), **'Conscious retention - creating a more secure workforce'**, NHS Employers Blog, 16 March 2023. Available at: <https://www.nhsemployers.org/articles/conscious-retention-creating-more-secure-workforce>

Hughes, H. (2019), **'Your Voice Matters'**, NHS England Blog, 22 October 2019. Available at: <https://www.england.nhs.uk/blog/your-voice-matters/>



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