



**Name of Meeting**  
People and  
Organisational  
Development Committee  
**Date of Meeting**  
8 November 2023  
**Item**  
4.3

## Speaking Up Safely Framework and Action Plan

**Executive lead:** Paul Veysey, Board Secretary and Head of Board Business Unit

**Author:** Liz Blayney, Deputy Board Secretary and Board Governance Manager

**Approval/Scrutiny route:** Paul Veysey, Board Secretary and Head of Board Business Unit

Business Executive Team (18 October 2023)

### Purpose

This report presents the Board with the Speaking Up Safely Framework published by Welsh Government, and presents a draft action plan required to be submitted to Welsh Government to outline how Public Health Wales will comply with the Framework.

### Recommendation:

APPROVE



CONSIDER



RECOMMEND



ADOPT



ASSURANCE



The Board is asked to:

- **Consider** the report,
- **Adopt** the Speaking Up Safely Framework (**Attachment 1**)
- **Consider and approve** the Speaking Up Safely Action Plan for Submission to Welsh Government (**Attachment 3**)



## Link to Public Health Wales [Strategic Plan](#)

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.

This report contributes to the following:

<b>Strategic Priority/Well-being Objective</b>	All Strategic Priorities/Well-being Objectives
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## Summary impact analysis

<b>Equality and Health Impact Assessment</b>	An Equality and Health Impact Assessment has been completed as part of the approval of the Raising Concerns Policy
<b>Risk and Assurance</b>	None
<b>Health and Social Care (Quality and Engagement) (Wales) Act</b>	Supports ensuring appropriate processes are in place to support raising concerns, which supports the provision of safe and effective care.
<b>Financial implications</b>	N/A
<b>People implications</b>	N/A

## 1. Purpose / situation

The purpose of this report is to provide an annual update to the People and Organisational Development Committee on any Raising Concerns (also known as whistleblowing) received, for assurance that they are being managed in line with the All Wales Raising Concerns Policy.

This report also updates the Business Executive Team on the Speaking Up Safely Framework published by Welsh Government, and presents a draft action plan required to be submitted to Welsh Government to outline how Public Health Wales will comply with the Framework.

## 2. Speaking Up Safely Framework

The Speaking Up Safely Framework has now been published on the Welsh Government website: <https://www.gov.wales/nhs-wales-speaking-safely-framework>

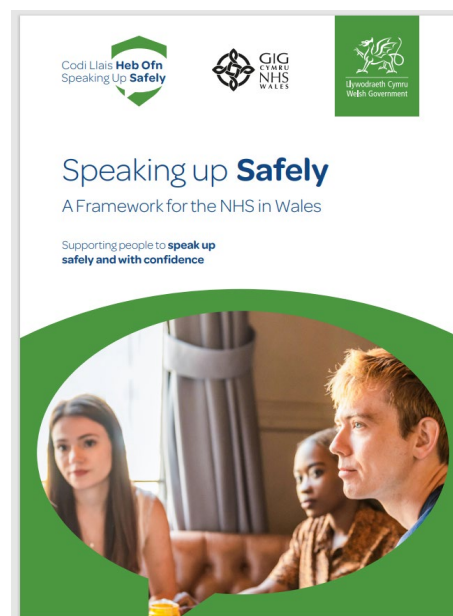
This Framework (**Appendix 1**) is an outline of the needs and expectations of NHS Wales organisations in supporting all staff to 'speak up safely'.

The Framework was issued to all Health Board and Trust in Wales from the Welsh Governance via a Welsh Health Circular. (**Appendix 2**).

The principles and practices associated with Speaking Up Safely outlined in this framework document should be considered within the broader NHS Wales and UK policy context. Speaking Up Safely is an initiative which supports, rather than replaces, existing policy, such as:

- Procedure for NHS Staff to Raise Concerns
- NHS Wales Policy: Respect and Resolution
- Welsh Government Law: The Health and Social Care (Quality and Engagement) (Wales) Act
- UK healthcare regulation: e.g. codes of practice provided by the NMC, HCPC and GMC
- UK Law: Public Interest Disclosure Act 1998 The Speaking Up Safely Framework has also been informed by international guidelines<sup>1,2</sup> and research evidence<sup>3</sup>,

This Framework sets out the responsibilities of organisations, their Executive teams and Boards, along with those of managers and individual members of staff (and volunteers) in creating a culture in which 'Speaking Up', alongside timely and



appropriate response to any concerns raised, is supported within a safe environment. This Framework is also supported in its implementation by a series of toolkits.

### **Action Plan – Self Assessment against Speaking Up Safely**

The Welsh Government has requested that all NHS Organisations undertake a self-assessment against the organisational requirements detailed in section 6 of the Framework and develop an action plan to address any gaps between current practice and the expectations of the Framework. The expectations of all staff and Board members are clearly outlined in the Framework, and these expectations extend to the development of this implementation action plan.

This plan is due by 30 October 2023. Attached at **Appendix 3** is a draft of the implementation plan for Board consideration.

This was considered at BET, prior to submission to the Board at an Extraordinary Meeting being held on 26 October 2023.

It has also been circulated and feedback received from our Staff Networks.

Following Board approval, it will then be submitted to Welsh Government by 30 October. Once approved, the completion of actions within the Implementation Plan will be monitored through the People and Organisational Development Committee.

### **3. Recommendation**

The Board is asked to:

- **Consider** the report,
- **Adopt** the Speaking Up Safely Framework (**Attachment 1**)
- **Consider and approve** the Speaking Up Safely Action Plan for Submission to Welsh Government (Attachment 3)