 <p> GIG CYMRU NHS WALES </p> <p> Iechyd Cyhoeddus Cymru Public Health Wales </p>	<p> Name of Meeting People and Organisational Development Committee Date of Meeting 17 February 2025 Item 9 </p>
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Speaking Up Safely Annual Report	
Executive lead:	Paul Veysey, Board Secretary and Head of Board Business Unit
Author:	Liz Blayney, Deputy Board Secretary and Deputy Head of the Board Business Unit

Approval/Scrutiny route:	Paul Veysey, Board Secretary and Head of Board Business Unit Business Executive Team
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Purpose
The purpose of this report is to provide an annual update to BET and 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.

Recommendation:				
APPROVE <input type="checkbox"/>	CONSIDER <input checked="" type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input checked="" type="checkbox"/>	ASSURANCE <input type="checkbox"/>
<p>The People and Organisational Development Committee is asked to:</p> <ul style="list-style-type: none"> • Consider the Annual Speaking up Safely Report • Take assurance on the management of speaking up safely within the organisation. 				



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:

Strategic Priority/Well-being Objective	All Strategic Priorities/Well-being Objectives
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Summary impact analysis

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

1. Purpose / situation

The purpose of this report is to provide an annual update to BET and 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.

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>

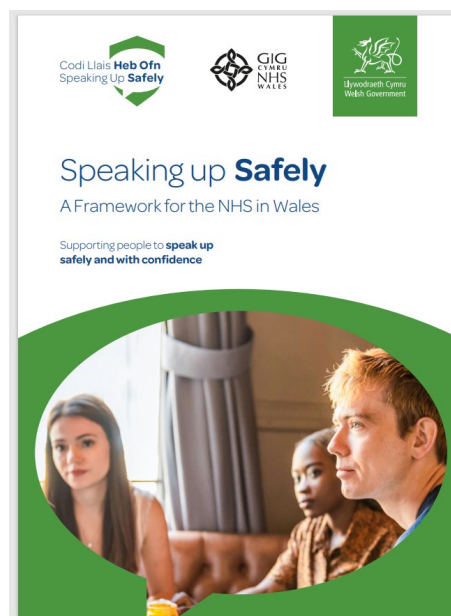
This Framework (**Appendix 1**) is an outline of the needs and expectations of NHS Wales organisations in supporting all staff to 'speak up safely'.

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^{1,2} and research evidence³,

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.



3. Summary of Cases in 2024/25 (up to 25 January 2024)

Total number of Speaking Up Safely this year: 4

	Theme	EDI Data?	
Case 1	Bias during interview process	Anonymous	An assessment was undertaken, and it was determined that no further action was necessary as no evidence to support allegation was identified.
Case 2	Misuse of public funds	Not provided	Submitted together but related to three separate issues as such treated as three separate SUS. Related to issues within a specific area of the business. The submitters being kept informed of the progress / outcome in line with the protocol. Investigations are currently underway to determine next steps.
Case 3	Misuse of public funds	Not provided	
Case 4	Management behaviour	Not provided	

The outcome of these cases will be reviewed to reflect on any learning once the open cases have concluded.

The Board Secretary (Exec Champion) will be advised of the outcome of the investigations once finalised and will received a copy of the final outcome report.

Total number of Grievances this year (Raised through respect and resolution): 14

- 2 Collective Grievances
- 6 in relation to perceived unfair application of policy/procedure
- 3 related to allegations of bullying
- 1 claim of racial discrimination
- 2 were related to behaviours of others

4. Summary of Activity this year

Work Already Planned or in Progress:

- Public Health Wales adopted the Speaking Up Safely Framework in October 2023, and developed a self-assessment action plan for embedding the framework within the organisation.
- The Raising Concerns Champions, have expanded their roles to cover the full breadth of the Speaking Up Safely Framework.
- The People and Organisational Development Committee (PODC), with members from Trade Unions, People and OD, has responsibility for Speaking Up Safely within its Terms of Reference. The committee reviews an Annual Report on raising concerns, including key data and thematic learning.
- The organisation has created new guidance on its staff intranet to reflect the new framework, including information on anonymity, staff support, available routes to speak up, and FAQs. The page will also be translated into Welsh.
- The organisation has engaged with the staff diversity networks, subject matter experts in Equality Diversity and Inclusion, and People and OD Advisors.
- A Speaking Up Safely Protocol has been developed to summarise the approach to monitoring, reporting, and assurance related to Speaking Up Safely.
- The organisation is in the process of implementing the findings of its recent Culture Assessment, identifying and addressing gaps between the current and ideal culture, particularly in relation to creating a psychologically safe environment for speaking up. As part of this work, the organisation has introduced an accredited program to develop Culture Advocates who can support teams and the organisation during culture change.
- The Being Our Best behavioural framework, which emphasises trust, respect, and speaking up, is being embedded into various organisational processes, including My Contribution meetings and objective setting discussions.
- Learning and development material is available for organisational leaders, people managers, and all colleagues, including cultural awareness training.

- Development of Intranet page [Speaking Up Safely](#) (internal link for NHS Employees only) with information and support for speaking up
- News Stories on staff pages to raise awareness and link to available resources
- Attendance / specific sessions with a number of directorate management teams, Staff Network Chairs to raise awareness.
- Welsh versions of the intranet pages are in development, and the form is available bilingual.
- Speaking Up Safely included as a sub theme in the draft IMPT for this year.

Areas for development:

- Explore further the barriers to speaking up and how these can be overcome.
- Frequently promote the ability to raise concerns via our Communications Team.

5. Recommendation

The People and Organisational Development Committee is asked to:

- **Consider** the Annual Speaking up Safely Report
- **Take assurance** on the management of speaking up safely within the organisation.