

Freedom to Speak Up Guardians

Caroline Griffiths and Rita Bundhoo-Swift are Oxford Health's Freedom to Speak Up Guardians. They are responsible for promoting Guardianship and supporting staff to speak up about anything that gets in the way of high-quality effective care, or affects their working life.

Freedom to Speak Up principles support the Trust's core values of being a caring, safe and excellent organisation and an Oxford Health culture that engages, values and empowers everyone who works in the organisation.

Our Freedom to Speak Up Guardians offer independent, safe and confidential help and has direct access to the Chief Executive Dr Nick Broughton and the Trust's Board of Directors.



Caroline Griffiths



Rita Bundhoo-Swift

Freedom to Speak Up Guardians

If you would like to have information translated into a different language, please contact the Equality and Diversity Team at:

EqualityandInclusion@oxfordhealth.nhs.uk

Arabic يُرجى الاتصال بنا إذا كنتم ترغبون في الحصول على المعلومات بلغة أخرى أو بتسبيق مختلف.

Bengali আপনি এই তথ্য অন্য ভাষায় বা আলাদা আকারে পেতে চাইলে অনুগ্রহ করে আমাদের সাথে যোগাযোগ করুন।

Urdu اگر آپ یہ معلومات دیگر زبان یا مختلف فارمیٹ میں چاہتے ہیں تو برائے مہربانی ہم سے رابطہ کریں۔

Chinese 若要以其他語言或格式提供這些資訊，請與我們聯繫

Polish Aby uzyskać informacje w innym języku lub w innym formacie, skontaktuj się z nami.

Portuguese Queira contactar-nos se pretender as informações noutro idioma ou num formato diferente.

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Oxford
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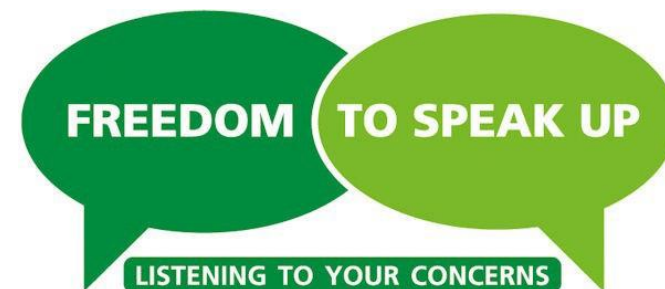
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NHS

Oxford Health
NHS Foundation Trust



Information for NHS staff

Freedom to
Speak Up

freedomtospeakup@oxfordhealth.nhs.uk

[Click here to visit the
Freedom to Speak Up page](#)

Sir Robert Francis Freedom to Speak Up Review 2015

Freedom to Speak Up guardians in NHS trusts were recommended by Sir Robert Francis, following his review and subsequent report into the failings in Mid-Staffordshire.

Freedom to Speak Up guardians have a key role in helping to raise the profile of raising concerns within our trust. The guardians help to ensure our trust is an open and transparent place to work, where everyone is encouraged and empowered to speak up safely.

Why is raising a concern so important?

Raising concerns can save lives, jobs, money and the reputation of professionals and organisations.

It is an early valuable alert system which helps us ensure we provide quality care and compassion, along with staff and patient wellbeing.

No matter what the issue is, it is important it is dealt with effectively and so we can continue to meet the trust values.



When to raise a concern about patient or staff safety? If you see:

- Poor or unsafe patient care
- Hazardous working conditions
- Inadequate training
- Insufficient recording of patient safety incidences
- Possible fraud, corruption or bribery
- Bullying and harassment culture

I need to speak up, what should I do?

- Tell someone - If you have a concern raise it with a member of staff for example, your line manager, supervisor or your team.
- Escalate your concern - If you have any concerns it is important to escalate these to your manager or team. We want you to feel safe to raise concerns, if you do not feel able to speak up at a local level please contact Caroline Griffiths or Rita Bundhoo-Swift, our Freedom to Speak Up Guardians.
- [Management of Concern Policy \(Whistleblowing\)](#)
- On the intranet – search for **Freedom to Speak Up Guardian or Speak Up** for trust guidance

Alternative contacts include:

- Your union steward
- Human resources
- Fair treatment at work facilitators
- Your clinical or professional lead
- Dr Nick Broughton, chief executive
- Whistleblowing helpline: 08000 724 725.

What will happen when I raise a concern?

- Your concern will be listened to and you will be thanked for the courage for speaking up
- Your concern will be taken seriously and treated in confidence.
- The trust expects your concern to be looked into and action taken if indicated.
- You should receive feedback on what actions have been taken.
- You should not suffer any repercussions from raising a concern.

Phone:
07876 546075 (Monday to Wednesday)
or
07768 032083 (Wednesday to Friday)

Email:
freedomtospeakup@oxfordhealth.nhs.uk