

Freedom to Speak Up Factsheet

- **Freedom to Speak Up Guardians** support workers to speak up when they feel that they are unable to do so by other routes and share their views on ensuring the safety of our patients and staff, their wellbeing and care. They ensure that people who speak up are thanked, that the issues they raise are responded to, and make sure that the person speaking up receives feedback on the actions taken.
- Freedom to Speak Up **applies to anyone who works** (or has worked for) Priory Medical Group. This includes agency workers, bank workers, locums, GP trainees, and volunteers.
- **Speaking up has no limitations** – it is about anything which gets in the way of patient care and worker well-being.
- The **confidentiality and anonymity** of those who speak up will be respected, subject to the need to ensure safeguarding requirements are met and the law allows.
- **Examples of concerns** that you wish to speak up about may include: Unsafe patient care or practice • Unsafe working conditions • Malpractice and Professional Misconduct • Inadequate induction or training • Lack of, or poor response to a reported patient safety incident • Suspicions of fraud, bribery and/or corruption • Matters relating to bullying and harassment or discrimination.

How do you speak up?

- There are many **ways to speak up within PMG** and processes are already in place help all staff to do so, including meetings with line managers, staff surveys and the incident reporting process. It can also be a suggestion for improvement submitted as part of a staff suggestion scheme or raising a matter with a Freedom to Speak Up Guardian (Emma Jacklin for PMG).
- If you do not feel that any internal speaking up avenue is appropriate, **you can speak up externally**, to a regulator such as CQC or NHS England. Or alternatively, if you would like to speak about the conduct of a member of staff, you can do this by contacting the relevant professional body.