

Meeting: Trust Board Meeting in Public

Date: 29 October 2025

Information Report

Agenda item	Freedom To Speak Up Colleague Voice
Board Lead	Bridget O'Kelly, Chief People Officer
Author	Tracey Underhill, Lead Freedom to Speak Up Guardian
Appendices	Nil
Onward governance	Nil

Report overview

This colleague voice shares an example of collaborative working between organisations. It highlights learning and benefits that have resulted from a development secondment opportunity with the Freedom to Speak Up Service (FTSU) at BHT. Following successful recruitment, an experienced Freedom to Speak Up Guardian from South Central Ambulance Service was appointed and commenced in May 2024. The secondment ceases on the 31st October.

This secondment has been about development and shared learning at both a personal and organisation level and importantly cross sector. As a FTSUG in SCAS taking up the role in an integrated Trust working across acute and community settings the experience has enabled many different perspectives to be shared. The Ambulance sector and BHT are very different environments with workforces who face both similar and yet very different challenges.

We bring this to the Trust Board to celebrate this secondment as a first, for Freedom to Speak Up Guardians and cross sector working development. The potential value of this has been acknowledged previously to us by the National Guardian as an innovative step. This has also been watched by others with interest. We understand this is a first to date for FTSUGs nationally.

Previously considered	n/a
Decision	The Board are requested to note and discuss the colleague voice, recognising October as Speaking Up month.

Relevant strategic priority

Outstanding Care <input checked="" type="checkbox"/>	Healthy Communities <input type="checkbox"/>	Great Place to Work <input checked="" type="checkbox"/>	Net Zero <input type="checkbox"/>
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Relevant breakthrough objective – 2025/26

<input type="checkbox"/> Reduction in emergency admissions <input type="checkbox"/> Reduction in elective waiting times	<input type="checkbox"/> Supporting people to live healthier lives	<input checked="" type="checkbox"/> Zero tolerance to bullying	<input checked="" type="checkbox"/> Governance / Statutory Requirement
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Implications / Impact

Quality	Supporting colleagues to speak up underpins quality of care and is essential for successful PSIRF implementation
People (BHT colleagues)	Supporting colleagues to speak up underpins colleague safety. We must continue to strengthen and

	build a consistent positive speaking up culture across BHT for this and quality reasons.
Risk: link to Board Assurance Framework (BAF) and local or Corporate Risk Register	Principal Risk 6: Failure to deliver our People priorities
Financial	Human and financial costs, GIRFT, preventable errors and retention
Compliance Select an item. Select CQC standard from list.	CQC Well Led, NHSE FTSU Board Guidance and Policy , People Promise and NHS constitution
Partnership: consultation / communication	Opportunities to share good practice through various networks, local and national.
Equality	N/A