<table>
<thead>
<tr>
<th>Title</th>
<th>Trust Raising Concerns (Whistleblowing) Policy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Status</td>
<td>For Information and Support</td>
</tr>
<tr>
<td>Board Lead(s)</td>
<td>Mark Power</td>
</tr>
<tr>
<td></td>
<td>Director for Organisational Development and Workforce</td>
</tr>
<tr>
<td>Key purpose</td>
<td>Strategy</td>
</tr>
</tbody>
</table>
Executive Summary

1. This purpose of this brief short paper is to inform the Trust Board of the inclusion of an additional reference within the Trust’s Raising Concerns (Whistleblowing) Policy. This reference relates to the Freedom to Speak Up (FTSU) Guardian role.

2. All NHS employing organisations are to have appointed a local FTSU Guardian by the end of the current financial year. The Trust aims to have complied with this requirement by November 2016.

3. The Trust Board is asked to approve the inclusion of the FTSU Guardian reference within the Raising Concerns (Whistleblowing) Policy and, further, to approve the continued application of the Policy until it is next subject to review and possible future changes.
1. Purpose

1.1 The purpose of this paper is to inform the Trust Board of the inclusion of a particular additional reference within the Trust’s Raising Concerns (Whistleblowing) Policy. This additional reference has been included following a routine Policy review.

1.2 The Policy review required no material changes or amendments to be made, other than the inclusion of the additional reference.

2. Additional Reference - Freedom to Speak Up Guardian Role

2.1 The additional reference relates to the Freedom to Speak Up (FTSU) Guardian role. All NHS employing organisations are mandated to have in place a FTSU Guardian by April 2017. In the interest of clarity and consistency, both the title of this role and the associated job description are to be same across the NHS.

2.2 The Trust aims to have appointed a local Guardian by November 2016, who will act in a genuinely independent capacity. Working alongside members of the Trust Board, the Guardian will support the organisation in its continued aim to become a more open and transparent place in which to work. The appointed individual will also provide confidential advice and support to staff in relation to concerns they have about matters relating to patient safety and/or the way in which their concern has been/is being handled. The Guardian will not become directly involved in managing investigations or complaints, but will help to facilitate these processes where needed, and always ensuring the Trust’s procedures in relation to raising concerns are followed correctly.

2.3 The additional Policy reference is as follows:

Advice and support for employees wishing to raise a concern

(paragraph 17):

For members of staff who wish to seek advice about raising a concern, advice and support is available from a number of sources, including:

- Divisional HR Business Partners and Divisional HR Consultants;
- direct contact with the Trust’s dedicated and confidential raising concerns email address: raiseconcerns@ouh.nhs.uk;
- local (Trust) Trade Union representatives;
- the Trust’s Freedom to Speak Up Guardian;
- representative professional bodies (such as the Nursing and Midwifery Council, and the General Medical Council);
- the Trust’s Employee Assistance Programme, on 0800 243 458, or assistance@workplaceoptions.com;
• the national Whistleblowing Helpline (for NHS and social care employees), on 08000 724 725, or enquiries@wbhelpline.org.uk.

2.4 The full Policy document is accessible via the Trust intranet policies domain.

3. Recommendation

3.1 The Trust Board is asked to approve the inclusion of the FTSU Guardian reference within the Raising Concerns (Whistleblowing) Policy, and the continued application of the Policy until it is next subject to review and possible further changes.

Mark Power
Director of OD and Workforce

September 2016