

FREEDOM TO SPEAK UP

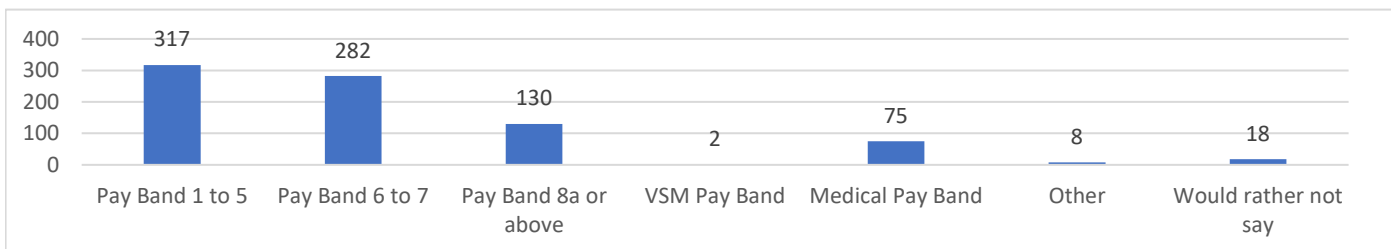
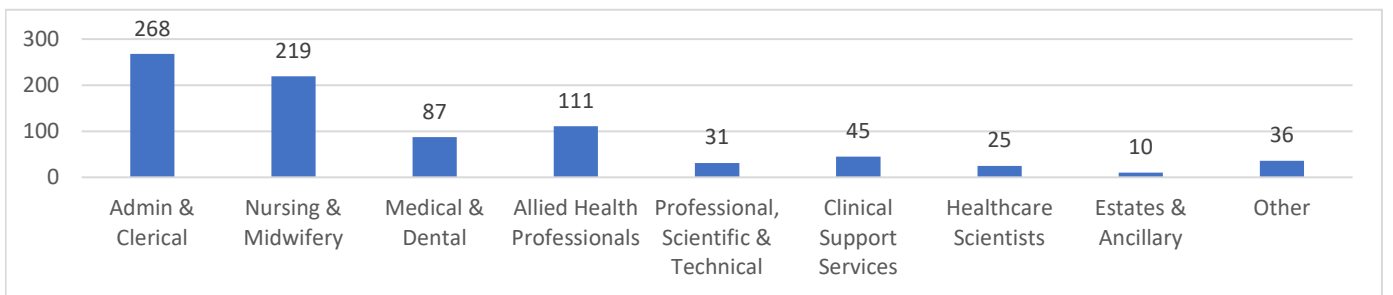
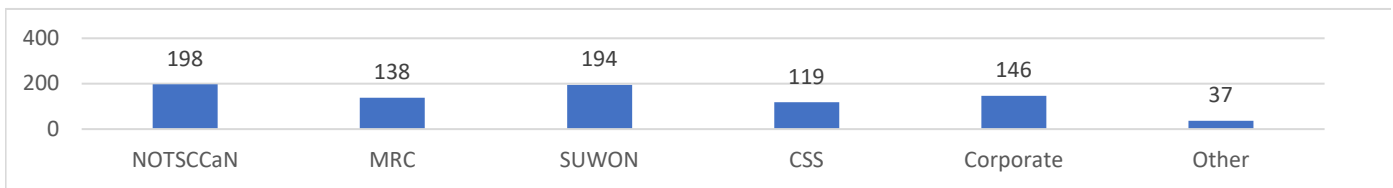
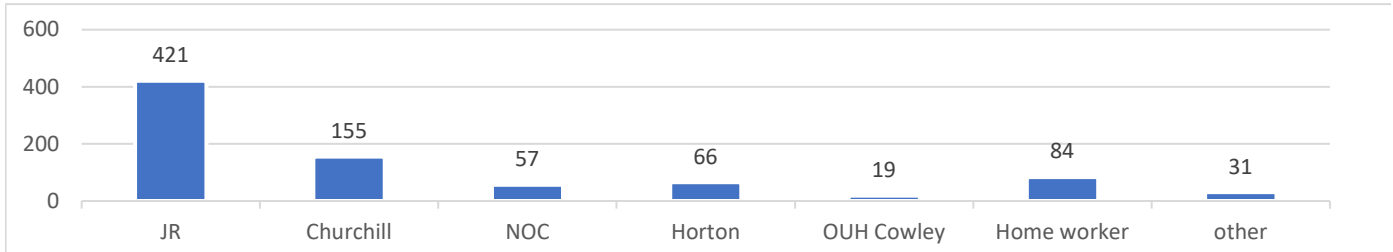
REVIEW 2021

**Summary Analysis
of Survey Responses**

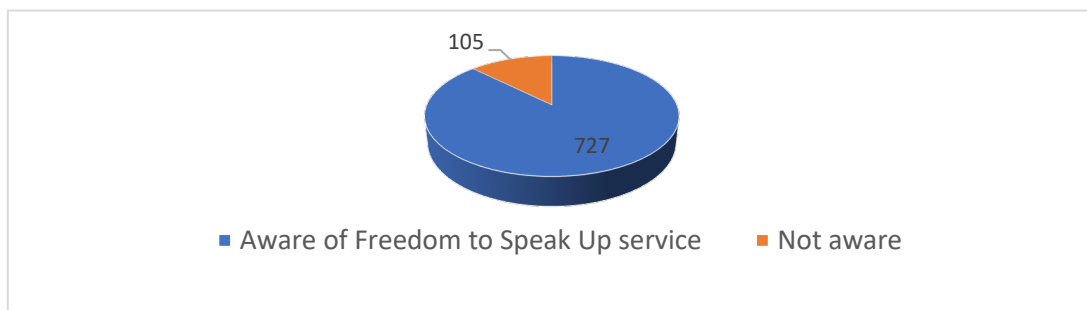
Freedom to Speak Up Survey 2021: Summary

832 responses were received, from a cross-section of staff.

The charts below show the representation from all sites, divisions, staff groups and pay bands



- >17% of respondents were night shift workers
- 27% of respondents were Line Managers
- >17%* described their ethnicity as BAME (*in answer to a question added after the Survey was launched, representing a sub-set of 60% of all responses received)
- **>87%** of respondents said they were **aware of the FtSU service**

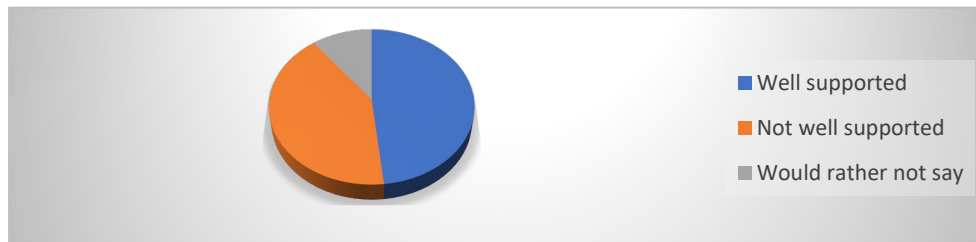


Freedom to Speak Up Survey 2021: Summary

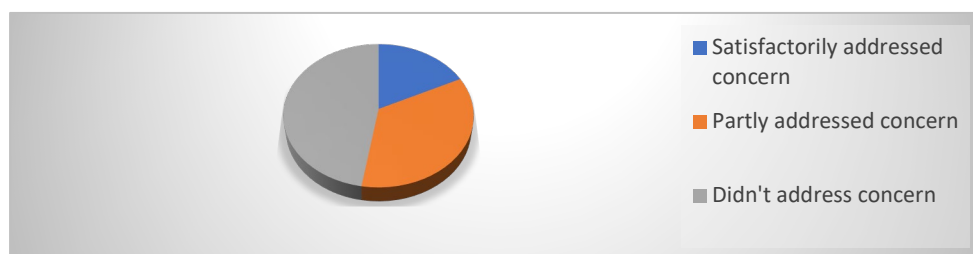
Hearing from those who have experienced speaking up

- Approx. 18% of respondents (1 in 6) said they had spoken up to raise a concern of whom, overall

Almost 50% said they had felt well supported;



18% said their concern had been satisfactorily addressed, a further 35% said their concern had been addressed in part; 47% said their concern had not been addressed



Around one third of those who had spoken up (representing 6% of all respondents) said they experienced difficulties as a result of raising a concern; some recounting multiple difficulties.



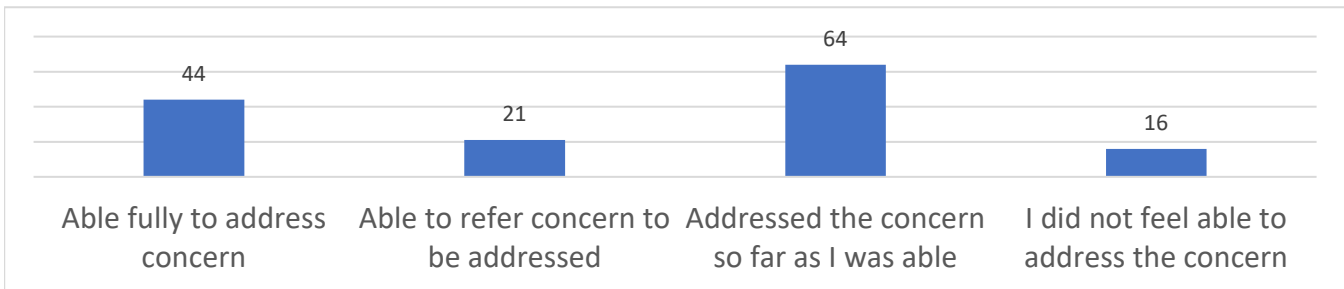
1 in 7 of the difficulties experienced by those respondents were characterised as:

- retaliation, being ostracised, shunned; *or*
- difficulty in maintaining professional relationships.

Freedom to Speak Up Survey 2021: Summary

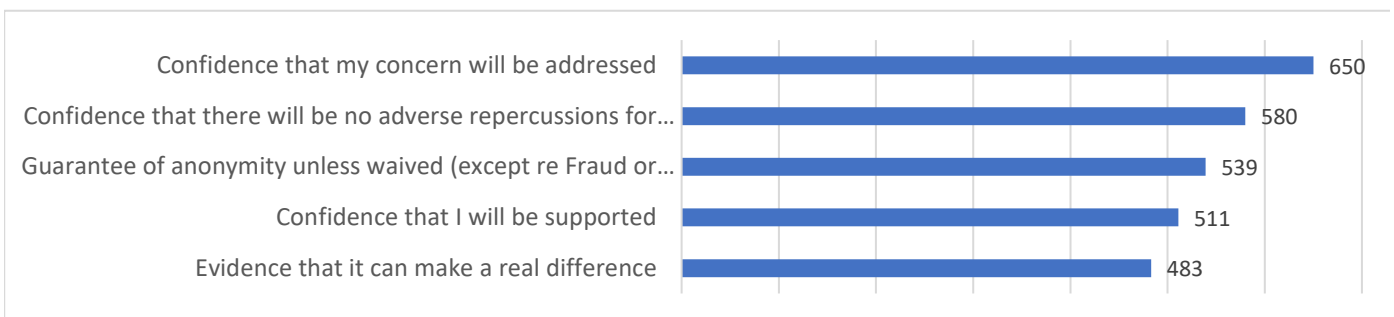
Hearing from those who have responded to a concern raised

- Approx. 17% of respondents said they had been asked to respond to a concern, of whom:
 - 44% said they had been able to address the concern in full, or refer the matter appropriately
 - 45% said they had addressed the concern so far as they were able;
 - 11% said they did not feel able to address the concern, and did not know where to refer it.

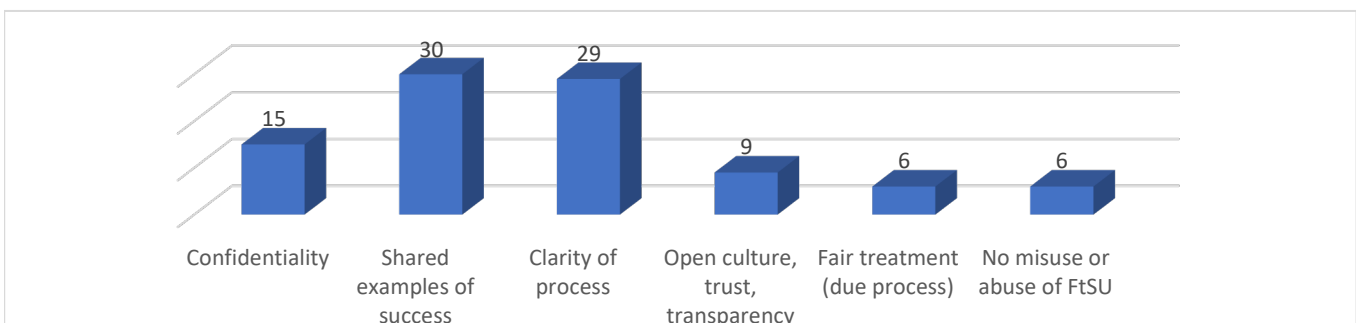


What will encourage staff to speak up?

- Many people agreed about what would most encourage them to speak up if they had a concern; the in the 'Top 5' of more than half of all respondents were:



- Almost a quarter of respondents commented further (in free text) on what would encourage them to speak up; many comments underscored support for the measures already mentioned; novel suggestions included:
 - Sharing examples to demonstrate where speaking up had a positive impact; and
 - Clarifying the process (including protection against abuse of process), and what may reasonably be expected of it.



Freedom to Speak Up Survey 2021: Summary

Further feedback

- 20% of respondents provided further general feedback (in free text), to raise points including:
 - ❖ The importance of raising awareness and improving accessibility of the FtSU service; and
 - ❖ Training and education for staff.
- **The importance of identifying themes in concerns raised**
was rated highly by respondents, at **4.72** average (on a scale of 5).
- **The importance of Trust providing feedback on concerns raised**
was rated highly by respondents, at **4.76** average (on a scale of 5).