ROLE DESCRIPTION

1. ROLE DETAILS

   Job Title: Care Organisation Freedom to Speak Up Guardian
   Responsible to: Group Freedom to Speak Up Guardian
   Reports to: Chief Officer/ Group FTSUG

2. ROLE PURPOSE

   The Freedom to Speak Up Guardian will act in a genuinely independent and impartial capacity to support staff who raise concerns (whistleblowing).

3. PRINCIPLES

   This is an independent and impartial role with access to the care organisation leadership team and through the Group FTSUG, nominated Non-Executive Directors. The postholder will have authority to speak to anyone within or outside the Trust.

4. GENERAL RESPONSIBILITIES

   - To understand the processes for raising and handling concerns and to offer support and advice to those staff who wish to raise concerns, or to those staff who handle concerns.
   - To ensure that any safety issue is addressed and feedback is given to the member of staff who raised it.
   - To watch over concerns raised to the Trust and ensure this is a smooth process.
   - To safeguard the interests of the individual raising a concern, ensuring that there are no repercussions for them either immediately or in the longer term, as appropriate.
   - Take an objective view of whether there are other factors that may confuse the issues, such as pre-existing performance issues, to enable these to be pursued separately.
   - Identify common themes.
   - Ensure any learning is shared.
● Ensure that concerns are raised with outside organisations if appropriate action is not taken by the Trust.
● Work with the Human Resources team to develop a culture where speaking up is recognised and valued.
● To help drive culture change from the top of the organisation.
● To work closely with the Group FTSUG on developing a culture of safety

5. TIME COMMITMENT

There will be dedicated time to perform the role which will be reviewed after 6 months in role

6. APPOINTMENT, TENURE AND TERMINATION OF OFFICE

This appointment is for 12 months in the first instance.

We are committed to our responsibilities under the Equality Act 2010 and encourage equal opportunities, diversity and flexibility within our workforce