

An illustration at the top of the page shows a group of diverse healthcare professionals. On the left, a woman in a white lab coat, a man with glasses, and a woman in blue scrubs with a face mask are looking at a clipboard. On the right, a group of four women in various colored scrubs (green, teal, blue) are also looking at a clipboard. The background is a green circle with the text 'FREEDOM TO SPEAK UP GUARDIANS' in white.

FREEDOM TO SPEAK UP GUARDIANS

North West London Training Hubs have launched Freedom to Speak Up Guardians (FTSUGs) within Primary Care. FTSUGs are a cohort of staff across NWL Primary Care, primarily within the Training Hubs, who have completed the necessary national training to support the workforce in speaking up.

What is Speaking Up?

FTSUGs support staff to speak up when they feel that they are unable to do so in other ways. You can speak up about anything that affects you, patient care or your working life. This could be about anything that is troubling you including inappropriate attitudes and behaviours, bullying and / or harassment.

Why do we need this?

In 2014, The Equality & Diversity Council proposed the NHS develop a WRES to improve working environments. Research shows that unfair treatment of staff, specifically BAME staff, adversely affects the care and treatment of all patients. The guardians are a part of a larger effort to support the workforce and improve working environments.

How to Speak Up?

Email NWL.SpeakUpGuardian@nhs.net with your concern or query and you will be matched with a guardian. Note that conversations remain confidential, and we will work with you to support decisions pertaining to next steps you may wish to take.



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