

Raising Concerns or Speaking Up

Who can I speak up to or raise concerns with internally?

Most of the time speaking up happens through conversations with supervisors and line managers where challenges are raised, supported and resolved quickly. We strive for a culture where that is normal, everyday practice and encourage you to explore this option – it may well be the easiest and simplest way of resolving matters for you.

However, you have other options in terms of who you can speak up to, depending on what feels most appropriate for you such as:

- **Our Freedom to Speak Up Guardian** - who can support you to speak up if you feel unable to do so by other routes. The guardian will ensure that people who speak up are thanked for doing so, that the issues they raise are responded to, and that the person speaking up receives feedback on the actions taken.

Marie Barley – Freedom To Speak Up Guardian & Being Open Lead.

Email: Marie.Barley@combined.NHS.uk or speakup@combined.nhs.uk

- **Our senior lead responsible for Freedom To Speak Up** - who provides senior support for our Freedom To Speak Up Guardian and is responsible for reviewing the effectiveness of any Freedom To Speak Up arrangements.

Paul Draycott – Chief People Officer

Email Paul.Draycott@combined.nhs.uk

- **Our Non-executive Director** - responsible for Freedom to Speak Up. This role is specific to organisations with trust boards and can provide more independent support for the guardian; provide a fresh pair of eyes to ensure that investigations are conducted with rigor; and helps to escalate issues, where needed.

Janet Dawson – Non-Executive Director

Email: Janet.Dawson@combined.nhs.uk

- **Senior Managers, Associate Directors, or Executive Directors** - who have responsibility for the subject matter you want to speak up about
- **The patient safety team or clinical governance team** (if your concern relates to patient safety or wider quality). Contact details for these teams are available for you below:

Patient Safety Team

Craig Stone – Head of Patient & Organisational Safety, Substance Misuse

Email: Craig.stone@combined.nhs.uk

Information Governance team

Sahra Smith – Head of Information Governance/Trust Data Protection officer

Email: Sahra.Smith@combined.nhs.uk.

- **Your local counter fraud specialists** (if your concerns relating to counter fraud)

Sarah Bailey, Local Counter Fraud Specialist
Email: sarah.bailey@miaa.nhs.uk
Tel: 07721 488602

Paul Bell, Local Counter Fraud Specialist
Email: paul.bell@miaa.nhs.uk
Tel: 0755253068

Other options available to you are:

- **Our People Operations Team**
Email: Peopleoperations@combined.nhs.uk

Who can I speak up to or raise concern with externally?

If you do not want to speak up to someone within your organisation, you can speak up externally to your local staff network if you are a member. Contact details are available below:

- **Unison**
Email: Unisonadministartion@combined.nhs.uk
Tel: 0300 1231891
- **Royal College of Nursing**
Link: <https://www.rcn.org.uk/get-help/contact-advice>
Tel: 0345 7726100
- **Unite**
Email: membership.westmids@unitetheunion.org
Tel: 02476227361