

HERTFORDSHIRE PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST

Please see below the Speak Up cases received by the Freedom to Speak Up Guardian between 2018 to 2022.

All cases were reviewed, and actions taken, where possible/appropriate, to address the matters. In relation to investigations, each case is unique, and may have undergone a review/investigation, but this not specifically reported on.

The link between Speak Up matters and disciplinary/organisation actions are not recorded in a reportable manner.

As an organisation, the Speak Up matters are recorded by the Strategic Business Unit (SBU), each of which covers different teams within the organisation. One of the reasons for sharing information this way, is to prevent the risk of any barriers caused for staff wishing to Speak Up.

Information for this document was primarily accessed from written reports provided to committees, such as the Trust's Integrated Governance Committee, and also data submitted to the National Guardian's Office (NGO).

The Datix system is used for recording Speak Up cases, information from which has also been included in this report. This information may differ from that being highlighted in this report, as Datix is a live system.

2018/19

There were 18 Speak Up cases brought to the Freedom to Speak Up Guardian (FtSUG); 19 recorded on Datix.

SBU	Total
West	7
East & North (E&N)	5
Essex & Improving Access to Psychological Therapies (IAPT)	0
Learning Disabilities & Forensic (LD&F)	4
Corporate	2
Total	18

Speak up matter includes an element of the following	Total
Number of cases with an element of patient safety/quality	3
Number of cases with an element of bullying/harassment	2

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2019/20

35 Speak Up cases were brought to the FtSUG; 35 recorded on Datix. There were different categories reported during the year 2019/20, with 14 cases including an element of bullying and harassment. The following table shows the cases reported to the NGO.

SBU	Total
West	5
E&N	8
Essex & IAPT	6
LD&F	12
Corporate	4
Total	35

Speak up matter includes an element of the following	Total reported in report	Total reported to the NGO in Q1-Q3 (27 cases reported)
Number of cases with an element of patient safety/quality	1	6
Number of cases with an element of bullying/harassment	14	12

2020/2021

35 speak up cases were brought to the FtSUG; 35 recorded on Datix.

SBU	Total
West	13
E&N	7
Essex & IAPT	3
LD&F	10
Corporate	2
Total	35

Speak up matter includes an element of the following	Total reported to the NGO
Number of cases with an element of patient safety/quality	6
Number of cases with an element of bullying/harassment	15

2021/22

61 speak up cases brought to the FtSUG; 65 cases recorded on Datix. A new element was included which records '*Number of cases with an element of worker safety or wellbeing*'.

SBU	Total
West	22
E&N	13
Essex & IAPT	0
LD&F	24
Corporate	2
Total	61

Speak up matter includes an element of the following	Total
Number of cases with an element of patient safety/quality	39
Number of cases with an element of bullying/harassment	26
Number of cases with an element of worker safety or wellbeing	23