



Freedom to Speak Up

One Minute Guide

As a **worker** you have the right to approach your Freedom To Speak Up Guardian (FTSUG) about any concern.

The aim of the FTSUG is to support your voice to be heard in a safe and effective way. It exists to help positive change happen when needed. There are over 800 Freedom to Speak Up Guardians in the NHS and independent sector organisations.

The FTSUG is impartial and non-judgmental and can escalate concerns in the most appropriate and efficient way.

You can also talk to your manager or HR about concerns. We as an organisation fully support the role of the FTSUG and see speaking up as an opportunity to listen, learn and to make things better for the wellbeing of workers and for the safety of our patients.

If you have a concern, you can approach your manager for resolution. If this is not possible or your issue is not resolved after doing so, you can contact the FTSUG.

The guardian will have a conversation about expectations around confidentiality and aim to maintain this where possible, however there are caveats to this including matters relating to safeguarding or if there is a risk of harm to someone. This meeting will offer a safe space to talk about your concern and support you to find the best route to have it raised and resolved.

If you wish, the FTSUG can raise the concern anonymously on your behalf or support you to raise the concern.

Once a concern is shared with the service, the FTSUG will feedback to you what the next steps are. The FTSUG will regularly feedback to you regarding how your concern is being addressed and will ask you for feedback on how you feel the process is working and anything that might help develop the guardian role further.

The Leeds GP Confederation's FTSUG is John Walsh who you can contact at john.walsh@nhs.net. Find out more about FTSU in our [policy](#) or on the FTSU [website](#).

