

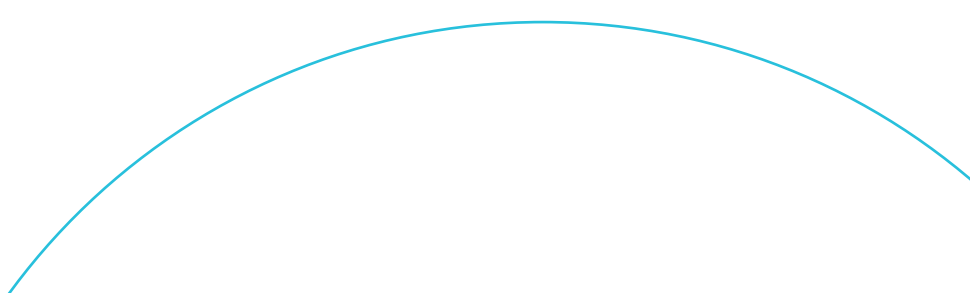
'Speaking up and speaking out': Supporting a safe reporting culture

The importance of an open and honest reporting culture remains front and centre to the healthcare sector's obligation to deliver safe care, within a supportive working environment. Simultaneously, the sector must be alive to the need to actively manage attempts to abuse the additional protections afforded to those who raise concerns.

This is a balancing act in relation to which Bevan Brittan LLP has a wealth of experience. Not only do we have the expertise to ensure that your organisation is in the best possible shape in terms of its reporting culture, but we also have a proven track record on robustly defending organisations when things go wrong.

Supporting you

We can assist you with the following.

- Successful implementation of the national integrated whistleblowing policy, beyond mere reliance on the policy itself, ensuring its principles are embedded across your organisation to foster a culture of safety and transparency.
 - Advising your Board on their obligations arising from the Freedom to Speak Up Review and implications and supporting your Chief Executive in the successful appointment of the organisation's Freedom to Speak Up Guardian (FTSU) by 1 October 2016.
 - Once in post, supporting your FTSU Guardian to help create the right environment for staff to speak up safely and to share this best practice across both your organisation and the broader NHS.
 - Specialised support on the management of raising concerns investigations to ensure they are conducted fairly and robustly, particularly where the outcome of the investigation may be published.
 - Dedicated training for Board members, senior management and staff on the importance of engendering a positive response to concerns, equalities, anti-bullying and harassment and running investigations. We can also offer bespoke training workshops.
 - Supporting your HR and management teams in maintaining working relationships following a concern being raised.
 - Assisting with the defence of any Employment Tribunal claims in which whistleblowing allegations have been raised. We are alive to the potentially sensitive background to such claims and the need to deal with the attendant publicity and political attention that such claims can bring. We have a successful track record of dealing with such claims effectively.
 - Ensuring that your organisation is up to date with ongoing developments and government guidance on the whistleblowing framework. This is currently a dynamic area of law and practice, with the scope of the 'public interest' test being developed by the appellate courts.
 - Outcomes
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With our support, your organisation can:

- ensure compliance with the latest Government requirements;
- adopt a culture of raising concerns and deal with these effectively;
- develop organisational awareness of the importance of raising concerns;
- make informed decisions on the basis of concerns raised and ultimately control risk;
- minimise the risk of Employment Tribunal claims.

They offer a quality service, and are timely and friendly...Sources laud the [employment] team's practical advice and 'down to earth' approach.

Chambers and Partners

Key Contacts



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