



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 behaviors, 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** or contact us through the website [here](#) 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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