

**Speak Out Safely (Raising Concerns About Patient Care) and Whistle Blowing Policy**

- Suspicion or evidence of malpractice or ill treatment of a patient by a senior member of staff or repeated ill treatment of a patient, despite a complaint being made.
- Suspected fraud.
- Suspicion of sexual abuse/assault /harassment towards staff/patients including contact, verbal or other forms.
- Breach of the Trust's standing financial instructions/standing orders.
- Showing undue favour over a contractual matter or to a job applicant.
- Information on any of the above has been, is being, or is likely to be concealed.

This list is not exhaustive and should be read in conjunction with the "subject matter" listed earlier in this Policy

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## DESIGNATED OFFICERS

The Trust has nominated the following as 'designated officers', any of whom can be used as the initial point of contact for disclosures made under this Policy:-

TITLE	TELEPHONE
Ian Harvey, Medical Director	<b>I&amp;S</b>
Mark Brandreth, Director of Planning, Partnership and Development	
Alison Kelly, Director of Nursing & Quality	
Debbie O'Neill, Chief Finance Officer	
Sue Hodgkinson, Director of Human Resources/OD	
Andrew Higgins, Chair of Quality, Safety and Patient Experience Committee - Senior Independent Non Executive Director	
Hayley Cooper, Staffside Chair and RCN representative	hayley.cooper2@ <b>I&amp;S</b>

### Duties, Roles and Responsibilities of the Designated Officer

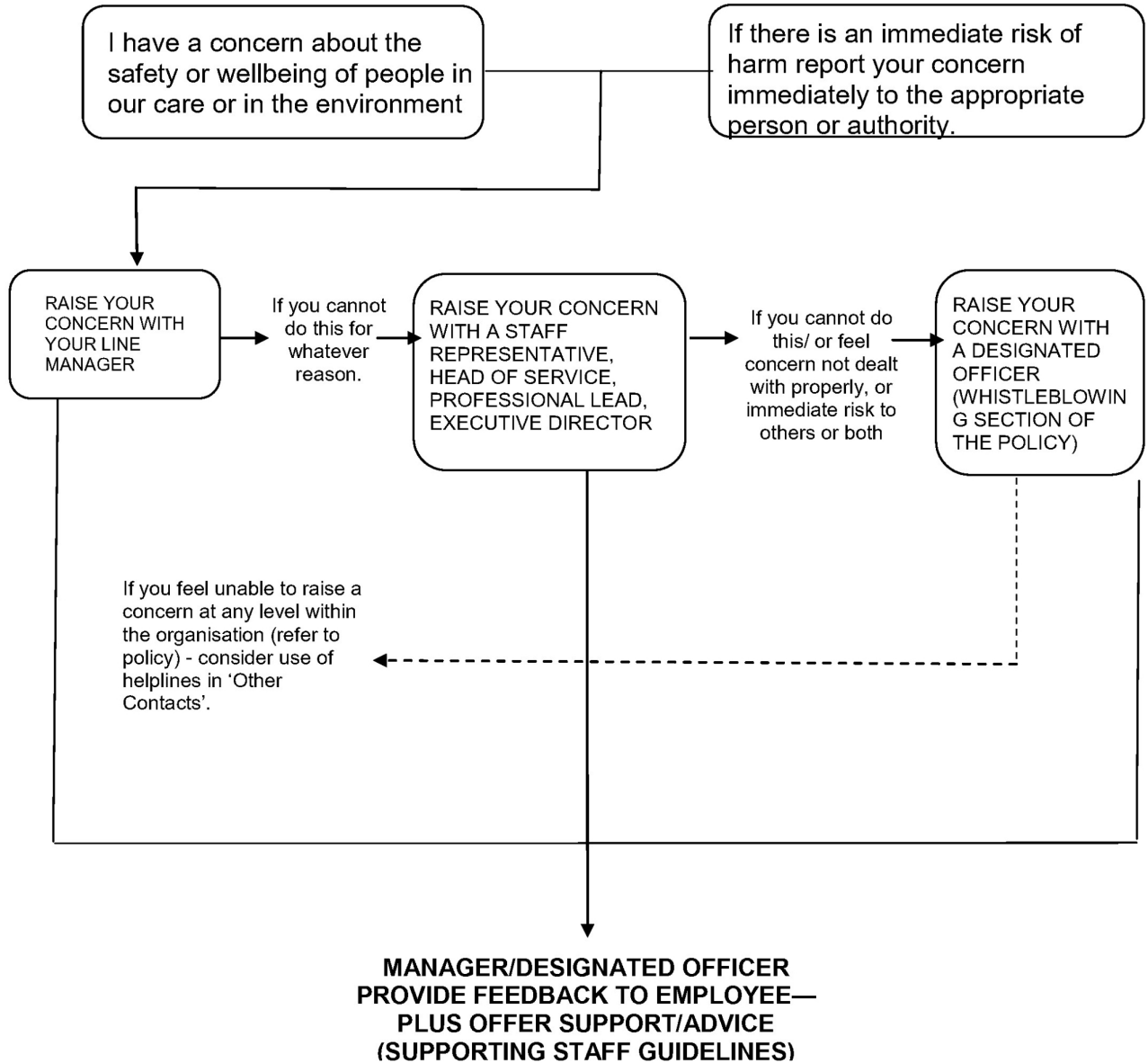
(Excluding disclosures of **Alleged Fraud or Corruption** – see below)

On being informed of the issue of concern, the designated officer will arrange an initial interview with the person making the disclosure to establish details. This interview can, if requested, be held at a venue of the person's choice.

The person making the disclosure will be re-assured about their right to protection from possible reprisals or victimisation. An explanation of timescales will be provided so that the person making the disclosure has clear expectations of possible actions and this may include agreement for a review or update meeting, if appropriate. They also have the right to representation (see page 10 of this Policy)

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**Raising Concerns/Whistleblowing**



**GETTING ADVICE**

IF YOU ARE NOT SURE ABOUT WHETHER OR HOW TO RAISE A CONCERN AT ANY STAGE, YOU SHOULD GET ADVICE.

YOU CAN RECEIVE INDEPENDENT, CONFIDENTIAL ADVICE FROM A PROFESSIONAL BODY (I.E. BMA, RCN, RGN, C S PHYSIOTHERAPISTS ETC.) OR FROM EXTERNAL HELPLINES (I.E. DEPARTMENT OF HEALTH, WHISTLEBLOWING HELPLINE ETC., SEE 'OTHER CONTACTS' IN POLICY.)

YOU ARE ENCOURAGED TO CONTACT YOUR MANAGER/SENIOR MANAGER IN THE FIRST INSTANCE