

## Statement From John & Susan Letby - Parents of Lucy Letby

At the time when all this started in July on Lucy's return from Annual Leave we were quite concerned and upset that she didn't contact us immediately about what was going on which is totally out of character for her. Only by chance we found out that she had contacted the Royal College of Nursing and we wondered if she had done the right thing.

It transpired that she hadn't told us as she didn't want us to be upset and was trying to deal with the situation herself. However, the involvement of the RCN turned out to be the best thing that could have happened.

A letter was sent to the Trust from Tony Millea - Area Representative for RCN in July asking for clarity about Lucy's situation - a reply was never received which led to Lucy reluctantly putting in a Grievance as it was the only way she was likely to get any answers.

Whilst it slowly came to light that certain Consultants had made comments about her professionally - when we read the Grievance Report to say we were shocked to the core is the understatement of the century. As parents the sickening allegations made against our daughter became a game changer.

Annette Weatherley (Chair of the Grievance Procedure) in her Summary has *found the behaviours of four consultants to 'fall far short of what is expected by the Trust and professional standards' and 'is unacceptable and could be viewed as victimisation'.*

*Our daughter has been to hell and back since July - Can you imagine what it is like to know that colleagues are calling you a murderer. She has frequently said to us during the last 6 months 'I wouldn't hurt anything let alone a tiny baby'. It has broken our hearts especially as we live a hundred miles away and we are so proud of how Lucy has conducted herself and endured this nightmare. I have often said to Lucy how do you keep going and she says quite simply 'Because I haven't done anything wrong'.*

Everything has been made worse as she has had to keep the reason for her secondment a secret from colleagues who are also friends and a support network with having no family nearby. She has worked hard at her seconded workplace and done everything asked of her by the Trust. *We fear for her health as she has lost weight every time we see her and we can see she is suffering inside. We have yet to see if she will suffer any long term psychological damage.*

It would have been easy for her to throw in the towel and return to I&S where she would have been welcomed with open arms. However, despite all the wrong doing against her, her only wish has always been to be reinstated on the Neonatal Unit in the job that she loves. Such is her commitment to

working at the Countess that earlier this year she bought a house close to the hospital. Obviously, had we known of these allegations back in 2015 we would never have committed to this purchase which has left her with a huge financial penalty if she were to sell up.

When any organisation is in trouble it is the person at the top who is taken to task not the person at the bottom - in this case a young relatively inexperienced Band 5 Nurse at the start of her career. **It does not make sense that Lucy was put in charge of the sickest babies if there were concerns about her dating back to last year.**

**We believe that certain Consultants have a personal grudge against Lucy and we are at a loss as to understanding why.**

**The overlying question that has kept us awake from the day this all started and no-one has come up with an answer is "Why Lucy?"**

John & Susan Letby