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**ASSOCIATE FREEDOM TO SPEAK UP GUARDIAN**

**Volunteering opportunity for ALL Leadership Academy Staff (2 roles)**

**Would you be interested in supporting staff and line managers in promoting speaking up culture?**

As an Associate Freedom to Speak Up (AFTSU) Guardian you will have responsibility for helping to promote a speaking up culture and providing support for the Leadership Academy to become a more open and transparent place to work.

We are looking to appoint two AFTSU Guardians and are inviting expressions of interest from members of staff who are interested in undertaking this role across the NHS Leadership Academy. It’s a great opportunity if you feel passionately about engaging with staff across the organisation and want to support the Academy in shaping and enhancing its culture.

As an AFTSU Guardian you will be visible, and available to all staff across the Academy.

Your communication skills, personal impact and credibility will be essential to developing partnerships with colleagues, as a significant amount of time will be with staff, providing expertise in developing a safe culture, which supports and encourages staff to speak up using appropriate local procedures.

As an impartial and objective adviser, you will act as the point of contact for staff who wish to report serious issues or concerns, and provide support, signpost, advise, monitor and ensure that appropriate investigation or review into the concerns is properly undertaken and issues addressed. The concerns may relate to patient and or staff safety, quality of care or perceived wrongdoing including unacceptable behaviours.

To meet the requirements of the role:

* You will be able to evidence your track record of listening to and supporting staff, have a good understanding of how to raise concerns, and the potential barriers that may exist for those who speak up.
* You will be able to demonstrate your understanding of mediation, have experience in facilitating conversations between staff and their managers or supervisors, and provide assurance that where needed, confidentiality will be preserved.
* You will also be required to contribute to the Academy FTSU Guardian network, sharing learning, and ensuring compliance in line with the National Guardian Office guidance.

As this is a volunteer role the post holder will be required to have the support of their line manager to be released for on average 3 hours per week. Please be assured that if you wish to explore a flexible approach to performing the role this will be welcomed.

If you feel that you are a responsive and resilient individual, we look forward to receiving your expression of interest for the role.

For a confidential discussion to understand what is involved contact our Lead FTSUG, Karl Roberts at [karl.roberts@leadershipacademy.nhs.uk](mailto:karl.roberts@leadershipacademy.nhs.uk) or telephone 07780 022848.

To apply, please submit your up to date CV and supporting statement outlining how you meet the above criteria. Your expression of interest should detail how your skills and experience meet the requirements of the role and if appointed, how you will support the development of a healthy speaking up culture in the Academy.

**Closing date for the advert is midday Tuesday 10th September 2019.**