



Speak Up Week 2022



Review of Speak Up Week activities

This is a summary of the types of activities that took place across the NHS in Scotland during Speak Up Week 2022:

Staff communications and digital engagement

- Speak Up Week highlighted in newsletters, core staff briefings, daily shout outs on staff apps
- Special Speak Up Week features in news articles, blog posts, podcasts and social media
- Updates from managers at staff meetings or huddles
- Videos on a variety of themes including general information on speaking up and reflections on Speak Up Week
- Launch of targeted campaigns or toolkits to support speaking up or raising concerns (including but not limited to whistleblowing)
- Use of Speak Up Week email footers
- Promotion of INWO Turas training and events
- Testimonies from Confidential Contacts on their role and why they do it
- Sharing Whistleblowing Annual Reports
- Use of Speak Up Week branded products such as pop up banners, leaflets and posters.
- Stationery promoting speaking up – pens, post its, notepads

Senior leadership engagement

- Staff message from senior leadership
- Videos from Chief Executives, Directors and/or Whistleblowing Champions, including conversations between Chief Executives and staff representatives
- Chief Executive taking part in a Facebook live broadcast
- Directors attending drop in sessions and/or walkarounds

Events and outreach

- Q&A events, 'Meet your Confidential Contact' sessions and staff town hall meetings
- Drop in sessions - whistleblowing leads, senior managers, Whistleblowing Champions
- Coffee mornings (including coffee vouchers)
- Information stands, staff presentations and surveys.
- Promotion events for doctors in training
- Walkarounds – Directors, Whistleblowing Champions, Confidential Contacts
- Word search competition with prizes
- Speak Up pledges

Some boards have resources that are still available online and might provide inspiration for others next year:

NHS Grampian

- [Programme of activities and links by day](#) – there are a range of resources available by following the links to each day (webpage)
- [Speaking Up: staff responses, questions to ponder and personal commitments](#) (PDF)
- [In Conversation with](#) - video discussion between Caroline Hiscox, Chief Executive and Sneha Banik, NHS Grampian Diversity Champion (YouTube)

NHS Dumfries and Galloway

A series of videos based on the INWO's team exercise and managers notes:

- [Intro to Speak Up Week](#) (Canva)
- [What is speaking up?](#) (Canva)
- [Why should people speak up?](#) (Canva)
- [Difference between a grievance and whistleblowing](#) (Canva)
- [Bullying and harassment](#) (Canva)
- [Support and protection](#) (Canva)

Golden Jubilee

- [Video with Whistleblowing Champion Callum Blackburn](#) (YouTube)

NHS Greater Glasgow and Clyde

- [Q&A with the Whistleblowing Champion and Whistleblowing Lead](#) (webpage)

NHS Western Isles

- [Speak Up Week explainer video with the Whistleblowing Champion, Sheena Wright](#) (Vimeo)