
DO YOU NEED TO RAISE A CONCERN?

If you have any concerns over:

- ▶ Safety
- ▶ Poor responses to concerns
- ▶ Behaviour of colleagues
- ▶ Training
- ▶ Bullying & Harassment
- ▶ Failure to investigate safeguarding concerns

Or anything else....

You should always feel free to raise concerns with a manager or colleague. If you feel unable to raise something internally, we are using **FreedomToSpeak** to enable you to speak with a fully trained external guardian.

When you contact FreedomToSpeak they will discuss your confidentiality/anonymity to the organisation and will agree with you how to proceed.

DO IT ANONYMOUSLY

EMAIL: RACHAEL@FREEDOMTOSPEAK.CO.UK

TEL: 08009991331

DO IT CONFIDENTIALLY

**CONTACT YOUR LINE MANAGER OR THE DUTY
MANAGER**

BEING OPEN & TRANSPARENT AND CREATING A JUST CULTURE