Appendix 1 – FTSU data for Q1 and Q2 2026/27: Part 1 Assessment of cases

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Running data table by quarter comparison

Number of concerns per quarter	Q1	Q2	Q3	Q4	Total
2024/2025	28	34	31	37	130
2025/2026	26	36	37	38	137
2026/2027	**23***	**50***			73* (and >11 additional people)

**Concerns are logged as single concerns if multiple people speak up specifically about the same exact issue(s), at the same time*

By concern category (concerns can fit multiple categories)

Theme	Q1	Q2
Inappropriate behaviours/attitudes	14	30
Worker safety and wellbeing	17	45
Bullying / harassment	4	4
Patient safety / quality	9	8
Anonymous	2	7
Detriment	0	0

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Running data table by quarter comparison

Number of concerns per quarter	Q1	Q2	Q3	Q4	Total
2024/2025	23	27	28	32	110
2025/2026	26	22	33	19	100
2026/2027	**23**	**29**			52*

By concern category (concerns logged by single overarching theme only; some concerns may not fall into these themes, e.g. policies and processes, service changes)

Theme	Q1	Q2
Inappropriate behaviours/attitudes	5	6
Worker safety and wellbeing	5	12
Bullying / harassment	5	2
Patient safety / quality	0	2
Anonymous	2	0
Detriment	0	1**

***Detriment under investigation in line with current Speaking Up policy.*

FTSU data for Q1 and Q2 2026/27: Part 1 Assessment of cases (charts)

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By division

	ASCR	CCS	Corporates	Facilities	Medicine	NMSK	WACH	Not known
Q2	9	2	15	2	13	5	2	2
Q1	4	6	6	2	4	1	0	0
Worker numbers	2,501	2,300	1,082	1,013	1,933	1,336	903	
Raising rate %	0.52	0.35	1.94	0.39	0.88	0.45	0.2	
Rate per 1,000 staff	5.2	3.5	19.4	3.9	8.8	4.5	2.2	

Notes:

- **Hotspots in Q2** – Corporates, Medicine (under attention of senior leadership)
- Continued low level from WACH – walkarounds ongoing to sense-check
- **Higher numbers from Admin & Clerical and Additional clinical support**
- More contact from Bank colleagues (likely due to increased awareness)

By occupation (Figures include some Bank workers or learners in employment)

	AHPs	Medical and Dental	Registered Nurses	Registered Midwives	Admin & Clerical	Additional professional scientific	Add. clinical (unregistered)	Estates and ancillary	Healthcare scientists	Students	Not known	Other
Q2	1	0	6	1	23	0	12	2	0	0	3	2
Q1	1	2	7	0	5	3	6	3	0	0	2	0
Total workers at end Q2	795	1,652	3,083	372	2,157	329	2,345	1,086	565	-	-	-
Raising rate %	0.25	0.12	0.42	0.27	1.3	0.91	0.77	0.46	0			
Rate per 1,000 staff	2.5	1.2	4.2	2.7	13	9.1	7.7	4.6	0			

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By division

	D&T	E&F	Medicine	SS	Surgery	Corporate Services	Weston	W&Cs
Q2	1	3	5	1	8	3	3	5
Q1	2	5	2	1	2	5	1	5
Worker numbers	1,594	1,039	1,698	1,421	2,458	1,204	1,077	2,687
Raising rate %	0.19	0.77	0.41	0.14	0.41	0.66	0.37	0.37
Rate per 1,000 staff	1.9	7.7	4.1	1.4	4.1	6.6	3.7	3.7

Notes:

- 41% of concerns raised in Q1 relate to 'worker safety and wellbeing'
- Two patient safety concerns raised – both include elements of poor behaviours
- Most concerns raised by nursing and midwifery (45%) compared to 26% in Q1
- Rise in number of concerns from Surgery – not one area

By occupation

	AHPs	Medical and Dental	RNs & Midwives	Admin & Clerical	Additional professional scientific	Add. clinical (unregistered)	Estates and ancillary	Healthcare scientists	Students	Not known	Other
Q2	2	1	13	7	3	2	1	0	0	0	0
Q1	0	0	6	7	2	0	4	0	0	3	1
Total workers at end Q2	844	2,112	4,089	2,428	387	1,378	1,118	823	-	-	-
Raising rate %	0.24	0.05	0.46	0.58	1.29	0.15	0.45	0			
Rate per 1,000 staff	2.4	0.5	4.6	5.8	12.9	1.5	4.5	0			

FTSU data for Q1 and Q2 2026/27: Part 1 Assessment of cases (concern themes)

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FTSU concern themes

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- Working culture, management or leadership behaviours, lack of support, compassion
- Impact of service change processes: quality, workload, wellbeing
- Intercultural communication and awareness challenges
- Clarity of processes, fairness and support (progression/incident/HR process)
- Inconsistent application of policies across teams or individuals
- Behaviours of, and between, colleagues
- Behaviours towards managers including pressures on managers experiencing increased challenge to routine management decisions – support for managers
- Staffing levels (burnout, covering sickness of others and workforce stability), concern about service quality or safety
- Fairness/equity/inclusion for neurodivergent staff (reasonable adjustments) and other reflected discrimination, some perceived racial equity related
- Visa changes and clarity, related support for staff and challenges around speaking up in this situation (and if on CoS more broadly)
- Bank shift, pay and other challenges
- Inappropriate use of social media
- Feeling fearful and challenged to raise concerns safely, with meaningful listening, accountability at the right level with action taken, assurance response, loop closed; more open dialogue needed
- Perceptions of differences in organisational culture.

Other informal from walkarounds:

- Organisational change impact – staff feeling bruised, unvalued
- Sustained high activity over summer, high acuity, impact on workers sustaining services and covering sick colleagues

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- Concerns around confidentiality of staff information
- Poor behaviours of colleagues
- Bullying
- Poor outcome following grievance appeal
- Perception of retribution for speaking up
- Lack of support from leadership to manage poor behaviours
- Impact of incivility on staff
- Fraud
- Onboarding processes
- Unsafe working conditions
- Detriment following speaking up
- Lack of support for managers to manage complex individuals
- Poor relationships with managers
- Impact of incorrect pay
- Verbal update to policy impacting on staff
- Safety of colleagues in the workplace (risk of violence).

FTSU data for Q1 and Q2 2026/27: Part 2 Action taken to improve speaking up culture (engagement)

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E-learning compliance – October 2026

	ASCR	CCS	Corporates	Facilities	Medicine	NMSK	WACH	Bank	Total
Speak up	65%	75%	63%	85%	66%	63%	60%	59%	**67%**
Listen up	42%	50%	32%	67%	43%	45%	33%	18%	**32%**
Follow up	33%	45%	35%	43%	56%	39%	75%	-	**39%**

- E-learning modules soft mandated for all workers.
- Listen up module is for managers and Follow Up module for staff at > band 8b.

Guardian led training sessions

- Regular training sessions for preceptees, student nurses, midwives, apprentices
- Pharmacy SLT session on fostering Psychological Safety for speaking up

Guardian led engagement

- Medirooms clinical governance morning
- WACH walkarounds July and August

Walkarounds with senior leaders (organised by FTSU):

- Brain Centre with FTSU NED (June)
- AMU with Deputy Digital Information Officer
- Facilities, IPC, Tissue viability team with Director of Finance
- Bristol Surgical Centre with Chief Operating Officer
- Wards 27a/b and 28 a/b with Hospital Director of Nursing
- Percy Philips, NICU, Transitional care, Gynae O/P, CDS with WACH leadership

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E-learning compliance – October 2026

	D&T	E&F	Medicine	SS	Surgery	Corporate Services	Weston	W&Cs	Total
Speak up*	96.2%	98.6%	95.4%	92.8%	92.4%	96.8%	95.6%	91.6%	**94.3%**
Listen up	16.3%	16.2%	14.2%	15.6%	13.7%	16.7%	27.2%	13.5%	**15.5%**

*mandatory for all workers since 2021. Listen up module is designed for managers but available to all. Follow up module only currently available to Board members.

Guardian led training sessions

- Pharmacy apprenticeship team FTSU and barriers discussion (29 July)
- Starlight ward - good listening workshop – (4 September)
- B6 Children's ED nurses – listening workshop (8 September)

Guardian led engagement

- D&T wellbeing meeting (14 April)
- BRI ED teaching trolley on civility and FTSU (1 May)
- Meeting on Steepholm ward (18 May)
- Walkround at BHOC with wellbeing lead and HR BP (19 May)
- HCSW presentation (14 July)
- Research and development team presentation (14 July)
- Learning and workforce team presentation (15 July)
- Pharmacy FTSU webinar (24 September)
- FTSU NED lead walkround (Radiotherapy 9 Sept)

FTSU data for Q1 and Q2 2026/27: Part 2 Action taken to improve speaking up culture

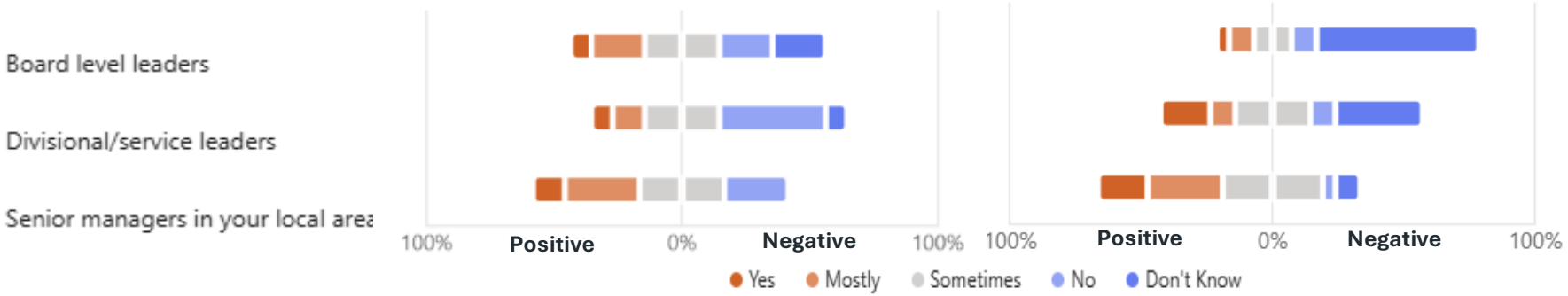
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Feedback from a July 2026 survey of the FTSU champions as part of the organisational speaking up self-assessment highlighted differences between the two HOUs in key areas (45 responses)

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In your experience, do leaders role-model behaviours that encourage people to speak up?



How would you rate the visibility of the FTSU service?
(level 1 being low rating and level 5 being high rating)

3.54
Average Rating

2.86
Average Rating

How aware do you feel staff/workers are of the FTSU champion network?
(level 1 being low rating and level 5 being high rating)

3.79
Average Rating

2.62
Average Rating

Do you feel colleagues are aware of all the different routes available for speaking up (not just the FTSU service)?

