

# NHS WESTERN ISLES

## BOARD MEETING

Meeting date:	26 <sup>th</sup> June 2025
Item:	8.6
Title:	Whistleblowing Champion – Update on Activity
Responsible Non-Executive:	Sheena Wright Non-Executive Director / Whistleblowing Champion
Report Author:	Sheena Wright Non-Executive Director / Whistleblowing Champion

### 1 Purpose

**This is presented to the Committee Members for:**

- Awareness

**This report relates to a:**

- Government policy/directive

**This aligns to the following NHSScotland quality ambition(s):**

- Safe
- Effective
- Person Centred

**This aligns to the following NHS Western Isles Corporate Objective(s):**

CO1	To provide person-centred care, focusing on the evidence based health needs of our increasingly diverse population, identifying and taking every opportunity to improve out patients' health, experience and outcomes	X
CO2	To protect individuals from avoidable harm to continually assessing and managing risk, learning, and improving the reliability and safety in everything we do.	
CO3	To champion efficiency and effectiveness in our services that delivers minimum possible waiting times.	
CO4	To pro-actively stimulate and intensify our research and application of effective innovation to improve how we care for patients today and into the future.	
CO5	To promote and support people to live longer healthier lives	
CO6	To specifically target early years, health inequalities, vulnerable and underrepresented and more difficult to engage with groups.	
CO7	To continually improve and modernise our integrated healthcare services and assurance systems.	
CO8	To value, support the wellbeing of, and develop and sustain a compassionate, confident, competent, flexible and responsive workforce.	X
CO9	To deliver our commitment to partnership working to deliver national standards, targets and guarantees.	
CO10	To have a sustained focus on prevention, anticipation, support self-management and care at home.	
CO11	To ensure that all resources are deployed to the best effect, achieving desired outcomes, values for money and progressive approach to sustainability.	

## **2 Report summary**

### **2.1 Situation**

In accordance with good practice associated with the role of the Whistleblowing Champion (WBC), visits are made to staff in operational departments on a regular basis.

In addition, there is an annual Speak Up Week which will be reported under section 2.3.

### **2.2 Background**

The Whistleblowing Champion role is responsible for providing assurance to the Board that an open and communicative environment exists, whereby staff and other stakeholders feel able to safely voice their concerns on any matter. Engagement with staff is a crucial element of the Boards undertaking to implement the policy.

### **2.3 Assessment**

#### **Walkabouts to departments:**

Since commencing the role on 1<sup>st</sup> March 2021, the Whistleblowing Champion has undertaken regular departmental visits. These 'walkabouts' provide staff with the opportunity to meet with the WBC and discuss the role as well as providing a forum for staff to ask questions regarding the whistleblowing process.

Areas visited are included in Appendix 1.

#### **Speak Up Week:**

Speak Up week is an annual event to celebrate the importance of speaking up.

Speak Up Week took place from the 30 September to 4 October 2024, with several events held to raise awareness on speaking up and the whistleblowing process. Staff information Boards were set up in all three hospitals to help raise awareness and there were numerous modes of communication to share information, with links to national webinars.

On Wednesday 2nd October the Whistleblowing Champion/Non-Executive Director and the Head of Clinical Governance & Professional Development visited Western Isles Hospital to meet with staff. Visits also took place to several clinical areas where there were further opportunities to discuss the whistleblowing process and speaking up. A Nursing Education Session took place on Teams where staff from across the Board attended. A presentation was delivered by the WBC and this gave staff an opportunity to ask questions – this session was recorded and is available for staff to watch retrospectively.

The National Whistleblowing Standards will continue to be promoted across the organisation. Communication is regularly sent out to all staff via email through the weekly Team Brief which also contains information on the role of the Confidential Contacts. The staff intranet page has a page dedicated to Whistleblowing which contains useful information for staff. The intranet page also has links to TURAS Learn which has modules available to staff which includes information for raising concerns as well as for managers receiving concerns. Posters are in areas where staff can view them with information on

what Whistleblowing is and how to raise concerns. A forum has been established for the Confidential Contacts where they can link with the Whistleblowing Champion, Head of Human Resources and Head of Clinical Governance & Professional Practice.

Speak Up Week 2025 will take place 29 September to 3 October 2025 with a theme of: Listen, Act, Build Trust.

#### **2.3.1 Quality/ Patient Care**

This assurance activity is considered essential to the overall aims of providing quality patient care.

#### **2.3.2 Workforce**

This is a workforce engagement activity that is consistent with the Board's HR Policy and associated initiatives.

#### **2.3.3 Financial**

N/A

#### **2.3.4 Risk Assessment/Management**

N/A

#### **2.3.5 Equality and Diversity, including health inequalities**

This activity implicitly supports Board policy.

#### **2.3.6 Climate Emergency and Sustainability Development**

N/A

#### **2.3.7 Other impacts**

N/A

#### **2.3.8 Communication, involvement, engagement and consultation**

The activity reported in this paper is directly contributing to the Board's stated objectives of communication and engagement with staff and other stakeholders.

#### **2.3.9 Route to the Meeting**

N/A

### **2.4 Recommendation**

This paper is intended to provide awareness to committee members and will be part of an ongoing commitment to apprise the committee of activity in this area.

### 3 List of appendices

#### Appendix I: Areas visited by WBC.

- A&E
- Acute Assessment Unit
- Acute Psychiatric Unit
- Ambulatory Care
- Balivanich Clinic
- Board HQ
- Catering
- Chaplaincy
- Clinical Skills
- Day Hospital
- Dietetics
- Eastside Community Team
- GP Practice Barra
- Harris Community Team
- Health Promotion
- Human Resources
- Infection Control
- Laboratory
- Laundry
- Macmillan Team
- Medical 1
- Medical 2
- Occupational Therapy
- Pharmacy
- Physiotherapy
- Podiatry
- Radiology
- Renal
- Surgical 1
- Store
- St Brendan's
- Uist and Barra Hospital
- Westside Community Team
- Works/Estates