**Appendix A**

**What will happen when I speak up?**

1. **We will:**
* Thank you for speaking up
* Help you identify the options for resolution
* Signpost you to health and wellbeing support
* Confirm what information you have provided consent to share
* Support you with any further next steps and keep in touch with you
1. **Step towards resolution:**
* Engagement with relevant senior managers (where appropriate)
* Referral to patient safety process
* Other type of appropriate investigation, medication, etc.
1. **Outcomes:**
* The outcomes will be shared with you wherever possible, along with learning and improvement identified
1. **Escalation:**
* If resolution has not been achieved, or you are not satisfied with the outcome, you can escalate the matter to the senior lead for FTSU or the non-executive lead for FTSU (if you are in an NHS trust)
* Alternatively, if you think there are good reasons not to use internal routes, speak up to an external body, such as the CQC or NHS England