

# Speak Up to Your Guardian



The Guardian  
Service  
Here to listen



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The Freedom to Speak up (FTSU) Guardian for University  
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## Speaking up can make a difference

At times you can find it difficult to speak up about issues that concern you. Your issue could range from a problem with a colleague or your manager, a concern about your working environment, or about the safety of patients or staff.



Sometimes people find it difficult to speak up about issues affecting patient care and safety, poor practice, bullying and harassment or not being treated fairly.



We can give you support and guidance and help you decide how you want to proceed.



You may not know who to speak to, or you may feel that issues raised may not be taken seriously, or nothing done as a result.



If there is a situation that is preventing you from doing your work to the best of your ability, please “speak up”.

The Guardian Service is a totally independent and confidential service. We are available 24 hours a day to listen to any concerns you might have and help you find a resolution.

It is important to break down barriers and remove obstacles that prevent or dissuade staff from speaking up.