

Appendix 6 – Feedback from staff for Q4 (The numbers represent the person who raised the concern to maintain confidentiality)

| Person who raised the concern | Given your experience would you speak up again? | Feedback from the person raising the concern |
|-------------------------------|---|--|
| 1 | Yes | <p>Thank you very much for everything yes if I need your help in future definitely I will ask you again because you are approachable.</p> <p>I feel easy and comfy to speak with FTSU ,at first instance I feel hesitation but when they listen me in a well-mannered and reassured me , I feel friendly to share my concerns.</p> |
| 2 | Yes | <p>Everything is ok at the moment, I am currently back on my own ward area</p> |
| 3 | No | <p>Through contacting FTSU, they have been very kind and supportive and helpful during the process. She is also reassuring, acted very quickly and directly communicated with me what her actions will be, we agreed a plan and immediately I felt re-assured (as going to FTSU is very scary).</p> <p>Staff receiving the FTSU concern derived from the information it was me who had spoken up, gossip spread it was from myself, this made me very uncomfortable to come to work and I experienced a lot of nausea and sickness coming to work. There was an enormous amount of pressure on me to 'fix it' and 'provide results', I did feedback I had raised it to management due to feeling limited as a band 6 and also gone to FTSU for support as I felt this was a bigger problem I could handle. After a period of time had passed I eventually got use to the feeling of it and hoped people would forget but I was not supported in any way in the department that I had gone to FTSU and regretted it immediately alongside feeling as though staff were annoyed at me for raising it.</p> <p>Ultimately, a lot of solutions and pro-active goals have derived from this and overall I'm thankful for raising it due to really improving things for this group of staff. However I did feel this came at a large sacrifice for my confidence and mental health and therefore for those reasons I would not approach FTSU again.</p> |

Appendix 7 – Equality monitoring data 2021/22 (started collecting Dec 2020)

| Ethnic Origin | Age | Gender | Religion or belief | Sexual orientation | Do you consider yourself as having disability? | Do you have a physical, mental or sensory impairment that seriously affects your day to day activities? |
|--|-----|--------|--------------------|--------------------|--|---|
| White British | 57 | Female | Christian | Heterosexual | Yes | Yes |
| White British | 63 | Female | Christian | Heterosexual | No | No |
| Pakistani | 31 | Male | Muslim | Heterosexual | No | No |
| Bangladeshi | | Male | Muslim | Heterosexual | No | No |
| White Other | 45 | Female | Muslim | Heterosexual | No | No |
| White British | 24 | Female | No religion | Heterosexual | Yes | No |
| Pakistani | | Female | Muslim | Heterosexual | Yes | No |
| White British | 59 | Male | Christian | Heterosexual | No | No |
| Quarter 1 2021-22 | | | | | | |
| British | 32 | Female | No religion | Heterosexual | No | No |
| White & Asian but classify myself as British | | Female | Christian | Heterosexual | No | No |
| British | 42 | Female | No religion | Heterosexual | No | No |
| Quarter 2 2021-22 | | | | | | |
| Pakistani | | Male | Muslim | Heterosexual | No | No |
| White British | 49 | Female | None | Heterosexual | No | No |
| White British | 59 | Female | Christian | Heterosexual | No | No |
| White British | 35 | Female | Christian | Heterosexual | Yes | Yes |
| Pakistani | | Female | Muslim | Heterosexual | No | No |
| White British | 40 | Female | Christian | Heterosexual | No | No |
| Quarter 3 2021-22 | | | | | | |
| White British | 52 | Female | No answer | No answer | No | No |
| Arab | 32 | Male | Muslim | Heterosexual | No | No |
| Quarter 4 2021-22 | | | | | | |
| White British | 26 | Female | Other | Bisexual | No | No |
| White British | 29 | Male | None | Heterosexual | Yes | No |
| Arab | | Female | Muslim | Married | No | No |
| | | | | | | |