



Build psychological safety

This guidance aims to help you create a local approach to staff engagement in the context of the wider workforce strategy for your organisation and its overall approach to staff experience.



Support for staff to speak up and ensure they feel safe to do so has been strengthened in many organisations helping to build a culture of openness and honesty.

By ensuring that staff understand how they can raise concerns within your organisation can help to ensure that they feel confident and safe to do so. In turn, this sense of trust can lead to more positive outcomes around staff engagement and the NHS Staff Survey.

National Guardians Office case studies

Examples of approaches to supporting staff to speak up in trusts can be found in the report of the [National Guardians Office website](#).