

National Guardian Freedom to Speak Up

How someone might speak up

Openly

This is when you know the person's identity and they are happy for anyone else involved to know too. This will make it easier for others to ask them for any further information they need to help resolve the issue. It will also help your organisation take action to support them further if they need to. They might not want to speak up openly though, and they do not have to.

Confidentially

Speaking up confidentially is when the person reveals their identity to you on the condition that it will not be shared without their consent. It is important to understand that confidentiality can be preserved except where it is required to be disclosed by law. In some cases, for example, where the person has already shared information or where the facts of the case enable others to identify them, maintaining confidentiality may be impossible. However, this should be discussed with them. There are a range of means which can be considered to ensure that their identity is protected, even when further action is needed, such as an investigation into the matter they have raised.

Anonymously

When someone speaks up anonymously, they do not want to share their identity with anyone. This can make it difficult for others to ask for further information about the matter and may make taking action to resolve the issue more complex. It also means that they might not be able to access any extra support they might need. However, any matter spoken up about anonymously should still be considered and treated in the same way as any other matter spoken up about, as far as possible.