# **Speak Up Review of Ambulance Trusts**

# **Selection criteria and process of trusts for phase 2**

## Introduction

The [National Guardian's Office](https://nationalguardian.org.uk/learning-resources/speaking-up-data/) (NGO) is undertaking a speak-up review of NHS ambulance trusts in England. We proposed this review in response to consistent findings that, despite their inspection ratings, the speaking up culture in NHS ambulance trusts tended to be more challenged compared to other trust types.

Our review aims to inform understanding of the speaking up culture in ambulance trusts to identify learning and make recommendations for improvement.

Given the ongoing pressures on ambulance trusts, we have designed our review to minimise impact on ambulance trusts’ day-to-day delivery.

Please see [here](https://nationalguardian.org.uk/2022/06/21/speak-up-review-of-nhs-ambulance-trusts/) for further information about the review, including the terms of reference.

## Our approach

Our review will consist of two main phases:

* Desk-based research, including analysis of publicly available and requested data and intelligence
* Engagement events, including focus groups (including specific sessions for minority ethnic workers) and interviews with workers, Freedom to Speak Up Guardians and senior leaders.

All NHS ambulance trusts will be included in the first phase of the review. The second phase will focus on five trusts selected to capture a cross-section of ambulance trusts.

The ongoing operational pressures on ambulance trusts and our resources have informed the proposed approach. But, importantly, our approach will support us in effectively and efficiently delivering the objectives of the review.

## Criteria

Two primary criteria have been identified to determine the selection of a cross-section of ambulance trusts:

#### **Geography**

* In phase 2, we will seek to include trusts across the country, including the North, the Midlands, London and the South of England.

#### **Performance**

* We will also seek to include trusts on varying ends of the spectrum regarding performance indicators, particularly CQC ratings and NHS Staff Survey results.

## Other considerations

The desk-based research (phase 1) may produce findings that influence the selection of trusts in phase 2.

We are conducting our review in partnership with ambulance trusts. So, the eventual selection will invariably be affected by whether the trusts want to participate in phase 2.

Similarly, we are working with stakeholders so that our review complements existing work, including broader cultural and related improvements in ambulance trusts. These related projects may also influence our selection.

## Timing

The trusts involved in phase 2 will be selected in July 2022.