

Stuck in a lift with...

Bethany Carter



I've been a Freedom to Speak Up Guardian since	I became a Guardian as a secondary role in November 2020 and have recently been appointed Lead Guardian for Solent NHS Trust.
My previous role(s) have been	I qualified as a Nurse in 2005 whilst serving in the Royal Navy and subsequently commissioned as a Nursing Officer in the British Army. I specialised in infection control and my military career took me to the Bahamas, Northern Ireland, Afghanistan, and Sierra Leone during the Ebola epidemic. I retired from the military in 2016 after 17 years and joined the infection prevention team at Solent NHS Trust which saw me progress and I was appointed Head of Infection Prevention at the start of the COVID-19 pandemic.
I became a Freedom to Speak Up Guardian because	The COVID-19 pandemic brought with it many challenges, and the ability to adapt and respond quickly and safely, whilst ensuring effective communication across the Trust has been key in maintaining staff and patient safety and ultimately promoting a safety culture within the organisation. Staff often felt afraid and anxious, and compassionate and inclusive leadership in all aspects of change was of utmost importance, and I wholly believe that by responding to colleagues with kindness and civility, whilst acknowledging their concerns and worries, not only benefits the recipient but also anyone who may have been peripherally affected. Through this difficult experience, I believe we have also seen a positive impact on the organisational culture, helping to create a caring and supportive environment, creating a sense of cohesion, and belonging. With core values of respect, kindness and support, I felt invigorated to apply for the Lead Guardian role, so that I can drive forward a positive



	speaking up agenda throughout the Trust, to instill a culture of learning, and confidence for staff to raise concerns safely.
Freedom to Speak Up means	Staff feel safe and supported to raise any concerns that they may have and know that they will be valued and listened to. It is essential in supporting a speak up culture, enabling staff to feel confident and safe to raise concerns without fear of recrimination.
Who would you like to be stuck in a lift with?	Jacinda Ardern; she's an inspirational leader and role model.
Early bird or night owl?	Night Owl, I need to wind down and by the time the kids are settled this is my time.
In my spare time, I like to	Draw, sketch, cross stitch, going to see live music and spending time with my husband and children creating memories
My lunch is usually	Jacket potato and tuna mayonnaise – I'm obsessed!
I take my coffee...	With oat milk and one sweetener
What music would you prefer was playing in the lift?	Kaiser Chiefs, Never Miss a Beat
My secret talent is	Neck Hula Hooping
My top tip for life is	Don't have any regrets, our decisions on life's journey shape us into who we are and make us unique
My favorite quote is	"Treat everyone with politeness and kindness, not because they are nice, but because you are." — Roy T. Bennett, The Light in the Heart