



Making **Freedom to Speak Up**  
business as usual.

We're here to support you to feel safe to speak up, because speaking up helps us to keep improving our services and make MWL a great place to work.

Our Freedom to Speak Up Guardians provide an impartial service that enables staff to raise concerns confidentially.



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## SPEAKING UP ANONYMOUSLY

You can also speak to a Guardian anonymously via our **Work In Confidence** messaging system



PIN CODE 5171

**PLEASE NOTE:** Guardians are supported in their work by Specialist Administrators. Your information will be kept secure and confidential by them at all times.

Further details are available on the staff intranet