

STEP 1: At Clinical Learning Environment/ Organisational level – Advisable to use this approach in the first instance.

Foundation/ Specialty/Dental Learner
Education pathway

Within Organisation

Educational/ Clinical
Supervisor/College
tutor

Deputy Foundation
school Director

Deputy/DME/PGME
team

Outside the Organisation

TPD

Head of school

Associate Deans

Foundation/Medical/ Dental Learner
Employment/HR pathway

Clinical/service manager, Clinical director,
Divisional management; Deputy/Medical Director

Human resources

Freedom to speak up process

Appropriate action taken and feedback to learner

If matters are still not resolved or if you feel uncomfortable to raise concerns within your Organisation proceed to Step 2a or 2b

STEP 2a: Complete the [Safe Space Project form](#)

OR

STEP 2b: Inform Multi-professional Dean
england.qualityframework.eoe@nhs.net