1. Seek advice

[redacted]

[redacted]

Know how to proceed

Require further information, support or advice

2. Raise concerns informally

Can you raise concerns with your line manager?

Discuss concerns informally with line manager or freedom to speak up guardian

Has the issue been resolved?

Yes

If appropriate, share learning with colleagues and wider organisation – your experience is important for getting things right in the future

3. Raise concerns formally

Can you raise your concerns formally with a designated person or senior manager?

Raise your concern formally with the designated person or senior manager

4. Internal and external escalation