PossAbilities

Freedom to speak up





Why Speak up?

We're building a culture where everyone feels safe, heard, and supported to raise concerns without fear.

Our Core Principles:

Openness & Honesty | Empowerment to Speak Up | No Fear of Retaliation | Confidential & Timely Action

Who can speak up?

All staff, volunteers, students, contractors, and agency workers.

How do you speak up?

You can talk to your line manager or another manager. You can use the anonymous form on our website, or you can contact Senior Leaders directly, via the email addresses below:

- **Amanda.Higgs@possabilities.org.uk**: Assistant Director, Quality, Performance & Compliance
- **Gemma.Murphy@possabilities.org.uk**: Operations Director
- **Freya.Bleakley@possabilities.org.uk**: HR Director
- **Claire.Ogden@possabilities.org.uk**: Staff Director *(for any support with the process)*

Speak Up Safely

Raise concerns about care, safety, or your working environment without fear.

We Listen. We Act.

Concerns are taken seriously, investigated sensitively, and used to improve care.

Protected & Supported

No retaliation. Ever. Support is available through HR, BHSF, or the Staff Director.



You can speak up by emailing:

Freedomtospeakup@possabilities.org.uk