It is the responsibility of every individual to ensure this is the latest version as published on the Trust Intranet



Appendix 10 – Psychological Safety – Clinical Safety Chart

## Psychological Safety

Professional did not feel respected or listened to when discussing difference of opinion

## Seek Support from;

- •Your link Manager
- Professional Midwifery Advocates
- Maternity/ Neonatal Safety Champions
- •Clinical Supervisor
- Education Team
- Freedom to Speak up Guardian
- •NB Not an Exclusive list

It is important that your concerns are shared with the professional who did not treat you with respect. This could either be through a mediated conversation between the 2 parties or escalated on your behalf

## Clinical Safety

Professional still has safety concerns despite escalating concerns (see appendix joint appendix)

Seek Support from someone independent of the discussions which have taken place. Their role is to mediate further discussion supporting professionals to agree a way forward.

## Refocus on the best outcome for the woman and birthing person.

Support available from ;

- •Manger on call
- Independant consultant (Clinical Director/Second on call)
- •Head/Duputy Director of Midwifery
- •NB Not an exclusive list

Note: the on-call consultant has overall clinical and legal accountability. This is particularly relevant where a clinical decision needs to be made quickly.

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