



## From your answers to the bullying and harassment survey last year, and the cultural work that followed, we have made the following changes:

The **culture support team** has held over **2,000** sessions and provided support in **27** areas across the Trust



**Access to culture support** has been **provided Monday to Sunday** with sessions occasionally at nights and weekends



The **Freedom to Speak Up Team (FTSU)** have now expanded, **providing more support to staff across EEAST**

**98**



employee relations cases have been passed to **independent investigators** and **69** have now been completed.

**Freedom to Speak Up** has seen a **continued rise** in the **number of cases being reported**. The number of cases has increased by over



in comparison to the same time last year (*quarter one of 2021, compared to 2020*)

There are



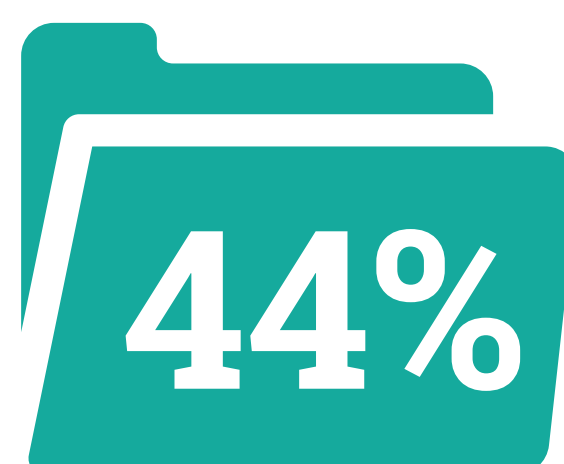
EEAST staff providing **wellbeing (mental health first aiders, wellbeing ambassadors, wellbeing champions and teams)** and **culture (cultural ambassadors, change agents)** support to staff across **14 areas**

**93**



**legacy ER cases** have **now been closed**.

...This has **reduced the legacy cases** by



**since July 2021** (*figures from the 15th October*)



Over **45 different areas of support, coaching and guidance** has been provided to managers and staff within the Trust including **skills development, team building, signposting, supporting change initiatives, difficult conversation training, identifying inappropriate behaviours, relationship building, developing behaviours and early interventions**