

SPEAK UP WEEK

28 Sept - 2 Oct 2026



NHS GRAMPIAN'S SPEAK UP WEEK JOURNEY

Five Years of Speak Up Week at NHS Grampian

What's changed? What's next?

28 SEPTEMBER – 2 OCTOBER 2026

Since 2022, NHS Grampian's annual Speak Up Weeks have moved the conversation **from barriers, to learning, to culture, to trust**. This is our local story so far and an invitation to shape what comes next.



Photography: RDNE Stock project / Pexels

2022
BARRIERS

2023
LEARNING

2024
CULTURE

2025
TRUST

2026
NEXT

FIVE CAMPAIGNS • ONE CONTINUING CONVERSATION

From barriers to learning

The first two campaigns made speaking up more visible, more human and more connected to improvement.



Photography: Thirdman / Pexels

2022 [View 2022 page ↗](#)

RECOGNISING THE BARRIERS

Speaking up is not always easy. NHS Grampian began by naming the barriers colleagues can face: fear of repercussions, uncertainty about the process, and doubt that anything will change. Plans for a Speak Up Program, including a network of trained Speak Up Advocates, created a safer, more supportive first point of contact for staff.

THE SHIFT From expecting people to navigate alone to creating visible, human support.

2023 [View 2023 page ↗](#)

LEARNING FROM CONCERNS

The focus moved from awareness towards learning. Colleagues were encouraged to see concerns not simply as problems to solve, but as opportunities to improve services, strengthen teams and enhance the experience of staff and patients. Speak Up Week created space for information, reflection and meaningful conversations across NHS Grampian.

THE SHIFT From receiving concerns to learning from them, and improving because of them.

NAME THE BARRIERS • MAKE SUPPORT VISIBLE • LEARN AND IMPROVE

A safer first conversation can be the beginning of meaningful change.

Culture, inclusion and trust

Speaking up became part of a wider conversation about how it feels to work here.



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2024 [View 2024 page ↗](#)

VOICE, INCLUSION AND PSYCHOLOGICAL SAFETY

The conversation widened beyond raising concerns alone. Speak Up Week connected voice with anti-racism, leadership, inclusion and psychological safety. Leadership engagement, staff pledges and sessions on cultures of ‘Speak Up’ and ‘Listen Up’ recognised that people are more able to contribute and challenge when they experience belonging, respect and safety.

THE SHIFT From a standalone process to an everyday culture of inclusion and constructive challenge.

2025 [View 2025 page ↗](#)

LISTEN, ACT, BUILD TRUST

Attention moved to what happens after someone speaks. Encouraging voice is only the beginning; trust grows when people are listened to openly, when action follows, and when colleagues can see that their contribution has made a difference. The theme gave NHS Grampian three clear commitments: listen, act and build trust.

THE SHIFT From inviting voice to showing that voice leads to meaningful action.

LISTEN OPENLY • ACT ON WHAT WE HEAR • BUILD TRUST

Trust is built by what happens after someone speaks.

What's changed? What's next?

NHS Grampian's fifth year marking Speak Up Week | 28 September – 2 October 2026

2026 [View the national 2026 page ↗](#)



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Across four completed local campaigns, a clear progression emerges: **make support visible; learn from what we hear; connect voice with inclusion; and build trust through action.**

01 SUPPORT

More visible routes and more human support for colleagues who want to speak.

02 LEARNING

A stronger focus on what concerns can teach us about teams and services.

03 INCLUSION

Clearer links with anti-racism, belonging and psychological safety.

04 LEADERSHIP

More leadership engagement and wider organisational conversation.

05 TRUST

Sharper focus on listening, acting and showing that voices influence change.

HELP SHAPE WHAT COMES NEXT

1 What changes have you seen?

2 What helps you feel safe to speak up?

3 Where could we do better?

4 What should matter most next?

**START A CONVERSATION • SHARE WHAT HAS CHANGED • HELP
SHAPE WHAT COMES NEXT**

[NHS Grampian Speak Up](#) | [National Speak Up Week 2026](#)

THE NEXT CHAPTER STARTS WITH A CONVERSATION.