

Session Plan: Speak Up, Stand Strong

Duration: 30 minutes

Format: Interactive workshop with slides, group discussion, and scenario activities

Target audience: Health and care students / registrants

Learning Objectives

By the end of this session, participants will:

1. Identify when raising concerns is required
2. Recognise at least two safe and effective ways to raise concerns
3. Link their actions to HCPC standards
4. Reflect on personal and systemic barriers to speaking up
5. Create a personal strategy for speaking up with confidence

Session Breakdown

1. Welcome & Safe Space Agreement (0–5 mins)

- **Slide(s):** Title + Group Agreement prompts
- **Activity:** “Create the Space” participants share (verbally or on post-its):

What helps you feel safe in a group?

How do you prefer to join in?

What values matter in this session (e.g. honesty, compassion, respect)?

- **Purpose:** Sets expectations, builds psychological safety (aligns with OT & HCPC standards on respectful communication).

2. Why Speaking Up Matters (5–8 mins)

- **Slide(s):** Mentimeter poll (What's one feeling you associate with speaking up?)
- **Mini Case Example:** Junior doctor rota reform (positive outcome story)
- **Key message:** Speaking up protects patients, supports colleagues, and strengthens professional trust.

3. HCPC Guidance & Support (8–12 mins)

- **Slide(s):**
- 5-minute reflection: Can you think of a time when you spoke up and it led to a positive outcome? Or, can you think of a time when you wish you had spoken up but decided not to?
- HCPC Whistleblowing Policy (PIDA legal protection)
- Freedom to Speak Up Guardians (who they are, how they help)
- HCPC #myHCPCstandards Webinar *Getting it right when things go wrong* - Introduces professional duty to speak up and how to do this

4. Scenario Stations (12–22 mins)

- **Slide(s):** Instructions and rotation timer
- **Format:** In groups of 4, rotate through **4 printed scenario cards** (Unsafe staffing levels, breach of consent, bullying between students, unsafe equipment in clinical area)
- **Activity:**

Place a Zone of Regulation token to represent feelings towards example scenario (Blue/Green/Yellow/Red)

Then, in groups of 4, discuss the 4 scenarios and questions (Who would you tell? What's hard? Which HCPC standard applies?)

- **Purpose:** Embodied learning, links to HCPC standards, encourages peer discussion

5. Roleplay Practice (22–26 mins)

- **Slide(s):** Roleplay instructions
- **Activity:** Groups act out 1 scenario:
 - Speaking up & being supported
 - Speaking up & being ignored
- **Debrief question:** How did it feel in each role?

6. Personal Confidence Plan (26–29 mins)

- **Slide(s):** Introducing speaking up confidence plan worksheet to take home
- **Activity:** Individually map out:
 - One potential situation they might face
 - Who they would go to
 - What barriers they expect
 - What supports could help
- **Takeaway:** Completed Confidence Plan to keep

7. Wrap-Up & Reflection (29–30 mins)

- **Slide(s):** Key takeaways + Mentimeter question: “*One feeling you associate with speaking up after today’s session?*”
- **Signposting:**
 - HCPC Student Hub
 - Freedom to Speak Up Guardians
 - Mind, Student Minds, Hub of Hope, Samaritans, RCOT Student Network
- **Final Messages:**

- Speaking up protects people & professions
- You are never alone, safe routes & allies exist
- Small actions create big ripples

Materials / Resources

- PowerPoint slides (with HCPC standards & case studies)
- Professional Practice scenario cards (x4) with discussion questions and HCPC
- standards included
- Roleplay scenario activity cards (x4)
- Speaking up - reflection worksheet (using reflective cycle)
- Self-reflection worksheet 2 (Strength, Growth, Improve)
- Speaking up confidence plan worksheet
- Mentimeter link for live feedback/polls
- Words of affirmation worksheet to support mental health/confidence to speak up and feel supported