# Raising Dignity Concerns

Webinar Q&As

**Q: Where is the documentation that needs to be submitted after a meeting with a trainee?**

A: All the documents are on the Deanery website: <https://www.nwpgmd.nhs.uk/raising-dignity-concerns.> There are two forms to be completed:

* The Quality Recording form is completed by the First Listener
* The Record of an Informal Dignity Conversation is completed by the Second Messenger

**Q: Can Peer Allies use the support available to be allocated an Ally?**

A: Yes, that is a good place to start, you can have practice conversations with each other. If you use the form to request a Peer Ally, this will also test the form and the allocation process.

**Q: What happens next? How long will it take to have a trainee referred?**

A: The guidance was only distributed in August 2025, and it will take time to get going, it is anticipated the take up will be slow at first. Unfortunately, we cannot say how long it will be before a trainee is referred to you.

**Q: What happens when I complete Foundation / Core training and move Deaneries?**

A: You will be able to take the skills you have with you and use them to continue the good work from the Nort West in other Deaneries.

Clare Inkster can also provide an email / letter evidencing what you have achieved with the Allyship Network.

**Q: Is the decision to raise a concern to the Second Messenger a joint decision, what happens if the trainee doesn’t want to escalate the concern?**

A: If the criteria of a serious concern is met the concern needs to be escalated.

When you first meet a trainee, you should explain what they disclose will be kept confidential, however, there are limits and if they disclose anything that makes you fear for their safety, that of the team or patients you have a duty to escalate.

You should advise if a concern needs to be escalated, you will keep them informed and it will not have a negative impact on them. The Deanery are committed to ensuring this does not happen.

**Q: How long will it take for a trainee requesting a Peer Ally to be put in contact with them?**

A: The Peer Ally First Listener Request form has an automated response upon submission:

“Thank you for submitting a request to meet with a Peer Ally to raise a dignity concern. We aim to respond to all requests within 5 working days.”

If you will be unavailable due to annual leave, sickness etc, please inform Angela McMahon; it is also good practice to turn on your Out of Office.

**Q: If a trainee wants to escalate a concern that is too vague, or you feel is trivial what should you do?**

A: The point about impact is really important, if the trainee wants to escalate it is serious to them and you should escalate the concern.

You may want to explore further if the concern seems trivial to you, it may be that you would have interpreted the situation differently or that you just experience these things differently.

**Q: How can we reassure the trainee there won’t be any repercussions?**

A: It may not prove easy to provide reassurance, however it is the aim and intention of the Deanery that we will do our best in these situations and we have the full support of the Postgraduate Dean.