

## Have clear policies and procedures and follow best practice guidance

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Your organisation's own policies and procedures should outline how to do a good local investigation into concerns. You may want to review them to make sure there's a consistent approach that applies to everyone, whenever concerns are raised.

Here's some best practice guidance that you might want to take into account:

- [Acas guidance](#)
- [NHS Improvement, A Just Culture Guide](#)
- [NHS Resolution, Being Fair.](#)

We recognise that both trade unions and professional associations play a vital role in offering local support, representation and guidance to staff.

When concerns arise in relation to a nurse, midwife or nursing associate's practice, we would encourage you to work with any elected representatives to ensure that staff are fully supported.