

IH We need to support you; we need to ensure we pick up with medical staff and also the requirement for mediation.

LL The mediation needs to commence as soon as possible. When can I discuss going back to unit? KR, what is your view?

KR We've had conversations about you going back to the unit.

SL What will you be sharing the statement on?

KR LL wants to be as open and honest on what to say. LL will get it checked beforehand.

TC Your resilience – Lucy, you astound me.

LL But I've not done anything wrong.

SL We thought when she moved from that job that you want her to leave.

ALL Absolutely not.

TC This has taken longer than expected. Our motivation is that the last thing we would want is a mistake to happen, adding fuel to the allegations which were unsubstantiated. That's not fair on you or the babies. This has been absolutely the right action. To protect you, protect the babies and the other members of the team. Our commitment is now to meet with the consultants, get you back on the unit and meet with you all again in the future.

LL Will you be open and honest with ongoing findings?

TC Completely honest with you. There have been learnings for us all.

AK We've reiterated that.

TC Your resilience is amazing.

SL She loves her job so much. When we were on holiday, she talked about how she loves it so much.

TC You must be very proud of her. I'm so sorry.

Is there anything further you want to say? Pause and reflect if you want to, we leave it entirely with you. Our commitment is to be honest and open.

- JL We would like that, more open and honest. No one in this room has been open and honest. Numerous occasions not answered this question. This has been 7 months. Meetings with yourselves (AK/SH) lit more sparks. No answer to ourselves. Every time though we heard more hearsay, told why redeployed through hearsay. Overheard things – was she having an affair with SB? HC is the only one who's been honest. Nobody else honest. You are 4 top professional people and how you've treated my daughter is appalling.
- TC Lucy, do you have anything further to say?
- LL No, just support needed to get me back.
- TC SL, anything?
- SL I'm worried about these two.
- LL We've received assurances this will be acted upon.
- JL You've done the meeting very fairly.
- TC We will share your statement.
- JL Is their behaviour in line with the GMC?
- HC In the grievance, they didn't go about it in the right way. They can be reported like any of us. We could action other things, but want to try to get Lucy back on to the unit.
- IH I am the Responsible Officer, this will be a facet of the conversation - certain professional standards, separate to Trust processes. I have no hesitation in reminding medical staff of the standards.
- TC I'd like to say again, thank you. I hope this has helped you, it has moved things on for us. It is important to have a frank conversation with each other. I can now explain and look you in the eyes Lucy, and your family.
- LL Could I put forward something for them to read?
- TC Yes.
Genuinely, have a very happy Christmas.
- SL Started in July. Still going on now. I've got our statement for you. [SL shared the statement].

AK/SH We will discuss the statement from LL in New Year.

Meeting ended at 3.20pm