Your feedback has identified 8 priorities for improving culture and leadership at Royal Papworth

We will work with staff across the Trust to design a programme of interventions which will address these key areas.

- **Compassion**
  Treat each other the way we would like to be treated, with respect, kindness and compassion. We will build a culture where uncompassionate behaviour can be called out.

- **Personal responsibility and empowerment**
  Create an environment where staff can feel a sense of personal responsibility for their behaviour and feel empowered to make decisions in our new environment.

- **Values and behaviours**
  Review and reset our values, developing and embedding a behaviour framework throughout the Trust that sets clear expectations for all staff.

- **Health and wellbeing**
  Ensure that the physical and mental health of all staff are respected; introducing and promoting policies and services that support the health and wellbeing of staff.

- **Professional and personal development**
  View development from a wider perspective, creating a transparent framework that ensures equality of access.

- **Valuing difference**
  Embed processes and behaviours that will set a standard of equal opportunities for all, building an equal, inclusive and diverse environment in which to work.

- **Developing and supporting line managers**
  Give line managers the support and structure they need to become competent and confident; leaders who are visible and able to effectively support their teams.

- **Teamwork**
  Enable the building of strong, inclusive teams with positive relationships between teams.

- **Get involved**
  We are keen for more staff to get involved as culture ambassadors to help support the Trust to develop a compassionate and collective culture. If you’d like to find out more or apply to join the team please contact Oonagh Monkhouse, oonagh.monkhouse@nhs.net
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