

**NHS Foundation Trust** 

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

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

**Papworth** 

### 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.

## 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.

Values and

behaviours

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

## Professional and personal development

View development from a wider perspective, creating a transparent framework that ensures equality of access.

# 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.

## Health and

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.

#### **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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**NHS Foundation Trust** 

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