

We do more for you at LSCft...



We do more to make you feel welcome through robust onboarding and learning from our new starters with quarterly welcome calls with our CEO.



We have robust policies around how we can support you with Reasonable Adjustments to ensure you can bring your whole self to work.



Our Exec Team do more to hear your experiences and concerns and welcome being contacted at anytime



We learn from incidents by adopting a Just Culture to enable a safe and improving place to work. We have quarterly learning reviews to ensure learning is shared and inclusive.



We invest in your career aspirations, with a variety of apprenticeship schemes and other qualifications for you to choose from



Working for the NHS means you get as standard 27 days leave (+Bank holidays), incremental pay, sick pay (and lots of other supportive leave options) and access to a great pension scheme.



We encourage Flexible Working across the Trust to support you when its needed most.

Our Team Engagement and Development (TED) programme supports teams to grown and thrive.

We believe everyone is a Leader, thats why we have lots of leadership development opportunities to support you to shape the services we deliver

We have an experienced Freedom to Speak up (FTSU) Guardian and more than 30 FTSU ambassadors to support you to be heard

We are kind and respectful, we have a zero tolerance approach to bullying, harassment and discrimination, We also have training to support you on your Allyship journey.

We have a comprehensive Quality Improvement (QI) offer and encourage all teams and colleagues to embark on their QI journey, improving their experience at work and the services we deliver.

We know financially times can feel tough which is why we give you access to your wages when you need them through Wagestream, promote NHS discounts and encourage the use of Vivup for lifestyle saving benefits

We have policies in place to support you to have time off when unexpected caring responsibilities arise.

We have a variety of courses to support better team cohesivity, such as Civility and Respect and how to hold wellbeing conversations.

We have empowering Staff Networks including, Women's Network, Race Equality, International Staff, Disability and Long Term Conditions and LGBTQ+

We run both annually and quarterly staff surveys to enable us to better understand your experience at work which supports us to make tangible improvements and changes.

We help you remain well in and out of work with our comprehensive Occupational Health and Health and Wellbeing offer

You will receive regular meaningful supervision and annual appraisals to ensure you are supported to the best version of yourself.

We recognise and appreciate your dedication to the NHS with a generous Long Service Award scheme.

We recognise that variety is the spice of life, we are doing more to support you to transfer internally in LSCft



Everyone is special.
We'll treat you like it.

