

Our People Strategy Deal

We are **compassionate** and **inclusive**



Me	My Team	My Manager	My Trust
<ul style="list-style-type: none"> I will speak up when I see something wrong I recognise and celebrate the differences my colleagues bring I care about and support others I live our values 	<ul style="list-style-type: none"> We look after each other We recognise and respect everyone's uniqueness We appreciate that everyone has a valuable role to play We help each other reach our full potential 	<ul style="list-style-type: none"> Sets a shared vision and priorities Takes action to make this a fair and inclusive place to work Involves the team in decisions that affect them Does the right thing and stands up for people when things don't seem to be fair 	<ul style="list-style-type: none"> Will have policies that are person centered and inclusive Sets the expectations on values and behaviors as well as acting on them Creates an inclusive culture Has vibrant Inclusion Networks

We are **recognised** and **rewarded**



<ul style="list-style-type: none"> I do my share of the work in my team I am a positive ambassador for UHMBT I always do my best for my team and my patients/service users I say thank you to my colleagues 	<ul style="list-style-type: none"> We understand and value connections with other teams We celebrate our achievements We say thank you to each other We help each other to learn from successes and incidents 	<ul style="list-style-type: none"> Understands what individuals do Says thank you and recognises a job well done Gives constructive and supportive feedback Shares with others what people have done well 	<ul style="list-style-type: none"> Has a meaningful formal recognition framework Will create the conditions for a culture of recognition being part of everything we do Will celebrate achievements internally and externally Will reward people fairly and equitably
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We each have a **voice that counts**



Me	My Team	My Manager	My Trust
<ul style="list-style-type: none"> I will share my experience and ideas for continuous improvement I will share constructive feedback appropriately I will talk to my manager first when things aren't going as expected 	<ul style="list-style-type: none"> We value everyone's opinion We help each other to raise and resolve concerns We share and discuss ideas for improvement 	<ul style="list-style-type: none"> Listens to and welcomes ideas Strives to create a supportive and open team culture Meets with me and my team regularly with two-way feedback 	<ul style="list-style-type: none"> Provides safe spaces for me to speak up confidentially Will make sure there are different listening spaces and act on feedback Will give me the opportunity to be meaningfully involved in changes that affect me

We are **safe** and **healthy**



<ul style="list-style-type: none"> I take care of myself so I can take care of others I will check in with others to make sure they are OK I will ask for help and help others I put safety first and share if I see something that's not right or unsafe 	<ul style="list-style-type: none"> We will create a positive team vibe where it feels safe We take time to check in on each other We help each other to stay safe and well We help each other to learn and access education opportunities 	<ul style="list-style-type: none"> Creates a wellbeing culture in our team Strives to create a safe working environment for everyone Checks in with me and my team Signposts or refers to appropriate support when I need it 	<ul style="list-style-type: none"> Will give me the tools and equipment I need to do my job safely Will take my health and wellbeing seriously Will prioritise patient and colleague safety Will provide access to a range of wellbeing support
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Our People Strategy Deal

We are always learning			
			
Me	My Team	My Manager	My Trust
<ul style="list-style-type: none"> I will commit to being open to learn and develop new things about myself I aim to be the best that I can be, every day I share my knowledge and support other people to grow I develop my career if I want to 	<ul style="list-style-type: none"> We support each other's ambitions and discuss openly We share our experience and best practice and learn from everyone in the team We work together on solutions and continuous improvement We are open to change even when we don't fully understand it 	<ul style="list-style-type: none"> Makes sure the team all have a quality appraisal Supports my personal and professional development and career aspirations Values continuous learning across the team Provides opportunities for the whole team to grow and develop 	<ul style="list-style-type: none"> Will provide personal and professional development opportunities Will develop new and innovative career pathways Will provide the environment for teams to learn together Will share organisational learning
We work flexibly			
			
<ul style="list-style-type: none"> I work flexibly to support the team as a whole I respect and support the different needs in my team I will respond with kindness and an open mind to my colleagues' needs 	<ul style="list-style-type: none"> We support each other to work flexibly when people need it We work together to maintain the quality of our service We recognise the needs of different team members 	<ul style="list-style-type: none"> Responds with kindness and an open mind to flexible working requests Aims to say yes where possible Makes sure there is fairness and balance across the team 	<ul style="list-style-type: none"> Is innovative and trials new ideas and ways of working Has flexible working policies that are applied fairly and consistently Supports and recognise cultural differences and needs

We are a team			
			
Me	My Team	My Manager	My Trust
<ul style="list-style-type: none"> I recognise that my team is bigger than the people I work with every day I support change that improves services I play my part in services being delivered safely I am a positive role model in my team 	<ul style="list-style-type: none"> We have shared team goals which we all work towards We appreciate the importance of working positively together with other teams and professions We embrace new roles and ways of working We support the Trust's ambitions 	<ul style="list-style-type: none"> Encourages collaboration between teams Helps us to grow as a team and improve our service Connects and communicates day-to-day operations and the Trust's strategic priorities Is open to new ways of working to improve our team offer 	<ul style="list-style-type: none"> Supports managers to manage well Provides the tools to create a great place to work Acts on staff survey and other forms of colleague feedback Plays its part in national and system priorities

