

STAFF CHARTER

We are committed to providing a safe working environment where everyone feels valued and respected. We also pledge to develop an inclusive workforce where staff can access opportunities, understand their rights and responsibilities and contribute to the success of our services by working together.

The Staff Charter has been developed with staff and staff side representatives to reflect our values and the rights, pledges and aims of the NHS Constitution.

What I can expect from the Trust	Our Values	What the Trust expects of me
A rewarding job which makes a difference to service users, carers and communities	Seeing from a service user's perspective	To improve services for service users, carers and communities based on their perspectives
Access to the right training and development to help me excel at work and the opportunity to improve	Excelling and improving	To seek and take up opportunities and enable others to seek innovative ways to make a difference
To be mindful of the choices available to me which support my wishes to balance work and my life choices	Responsive	To be flexible and adaptable to delivering services in new ways which are responsive to need
An environment free from discrimination and harassment, my contribution is valued and I am protected from bullying or violence	Valuing and respectful	To value differences and individuality, while showing respect to colleagues, service users, carers and volunteers for their contribution
To be included when making decisions which affect me or service users and carers	Inclusive, open and honest	To contribute to workplace discussions in a constructive way and give honest feedback
The support to enable me to raise issues or concerns and encouragement to think positively	Can do	To address and report issues promptly, to find solutions and problem solve
The resources to work effectively and efficiently, maintaining my health, wellbeing and safety, with the right information to know if I am doing a good job	Efficient, effective, economic and equitable	To maximise opportunities for team working, utilise resources, recognise and promote health and safety, while working creatively to improve access to services