



Celebrating Our Achievements

SAFE

EFFECTIVE

CARING

RESPONSIVE

WELL-LED



Employment

Effective leadership team established, providing experience and skills required to achieve our goals.

Organisational structure reviewed, considering specific requirements and future expectations.

Staff development prioritised. New process for job evaluations and more training introduced for staff and managers.



Incorporates all our improvement programmes (including those required by regulators).

Focuses on achieving sustained improvements and embedding positive change Trust wide.

Well-led In Action

Strong, effective leadership at all levels of the organisation driving a supportive, values-driven culture



Support

Encourage all staff and volunteers to 'Speak Up, Speak Out and Stop It' if they experience or witness any form of bullying or harassment at work.

Our Freedom to Speak Up guardians deal with concerns or issues that staff feel unable to raise with their line manager. Survey findings resulted in over 45 different areas of support, coaching and guidance for managers and staff.

Topics covered include skills development, supporting change, difficult conversation training, identifying inappropriate behaviours and early interventions.

Patient and Staff Engagement

Clear engagement strategy with a wide range of approaches to listen and learn from staff.

New People Engagement Committee established, oversees Patient Engagement and Experience Group and OD and Staff Engagement Group.

Bi-monthly stakeholder bulletin. PPI strategy is being developed in conjunction with Healthwatch.



If you have any further questions, please speak to your line manager or email: CQC.Group@eastamb.nhs.uk

