



# Changing our culture for good

March 2021

Monthly update

## Our aim



EEAST will be an **exceptional place to work**, volunteer and learn.



Everyone feels empowered to **Speak up** and **Speak Out** to **stop inappropriate behaviour**.



Nobody will come to work with the fear and worry of being subjected to bullying and harassment.



People behaving **inappropriately** will be challenged and dealt with.

## This month we have



Dealt with a number of long standing behavioural issues.



Challenged people who have not been behaving appropriately and supported those who have come forward.

Listened to more people who have come forward to speak out and speak up.



Updated policies to include our learning from staff and manager experiences.



Uploaded short training and 'how to' videos to Evolve.



Rolled out training support on how to manage difficult conversations.

Culture actions set for senior leaders to ensure there is pace and progress.



Helped senior managers reflect on their role in listening and then taking action to make changes.



Provided a safe space for managers and staff to talk about how to deal with problems.



Reviewed historic ways of working so we can learn from mistakes and move forward.

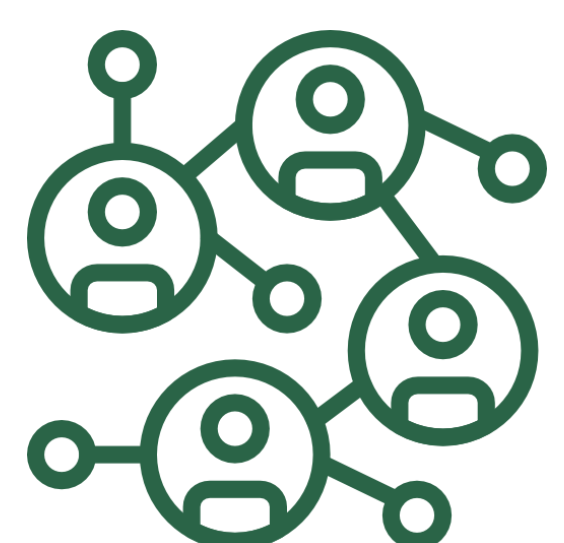
Made values part of all our leadership and management modules.



## Next month we will

Focus on what we can all do to improve the culture, on the small steps we can all take to move things forward.

We are all part of the solution to make a change for good.



If you are being bullied or harassed, we want you to **Speak Up**;

If you see other people being bullied or harassed we want you to **Speak Out** against it;

If you are bullying or harassing others, to put it simply we want you to **Stop it**.