



Changing our culture for good

The work to improve our culture has been underway for more than six months now.

Since the survey was completed at the end of 2020, we have made a lot of progress identifying issues, but we have a long way to go and we continue to need your help support and action.



If you have been affected by this work you may be experiencing a range of feelings and emotions.

These might include;



Raw

With heightened emotions now difficulties have been brought to the surface



Uncomfortable

As behaviour is challenged and sometimes difficult discussions take place



Empowered

Being able to speak up and know your concerns will be taken seriously



Informed

Better informed about what is going on and where your work fits into the organisation



Apathy

If you are not directly affected by the work you may feel like nothing has changed



Anger

You might be angry that things which have now been addressed were not addressed earlier



Upset

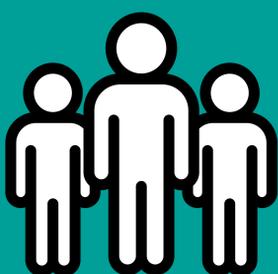
You may need support to talk through your experience



Frustration

Things may not be changing fast enough for you

You may be wanting things to happen much faster than they are, and we understand that, **one case of harassment or bullying is one case too many** and it has to stop. Some of the issues raised are complicated but that doesn't mean we shouldn't find a way to tackle them, so we need you to keep talking, you will be having a far bigger impact than you realise.



It doesn't matter if you are a manager or in another part of the workforce because **we all have a role to play in driving out bullying, harassment and addressing inappropriate behaviour** but it's worth remembering this is extremely painful for individuals and you can't always see the pressure the other person is under and the other person can't always see the pain you are in, but we have to keep going.

It is all of our jobs to call out unfairness so no matter how you feel so please continue to **Speak up** and **Speak out** and those who are doing it have to **stop it**.

Only by you telling us what the issues are can we address them.

