

People Strategy Map

Mission

We achieve our vision and strategic ambitions through recruiting and retaining an engaged and motivated workforce

Vision

We are enabled by a working environment that encourages us to be the best we can be, supporting us to achieve the best outcomes, motivating us to go further and being proud of the positive difference we make to the wellbeing of service users and each other.

Strategic Objectives

We offer good quality jobs in high-performing teams that lead to excellent service user-led services

We provide meaningful opportunities to learn and develop, and fulfilling career pathways

We mobilise the diversity of our workforce to create a kind, caring, innovative and creative workplace

We promote the positive impact that lived experience has and encourage and support openness about our own mental wellbeing

Enablers

Pay and Reward

Job design and structures

Job security and contracts

Relationships

Voice, representation and Influence

Health, wellbeing and lived experience

Development and growth

Values

Collaboration: achieving together

Choice: through involvement

Integrity: doing what we say

Resilience: never giving up on people

Continuous improvements: learning & evolving