

Our People Strategy 2020/21 to 2023/4

Alignment to We are the NHS and NHS people promise	Theme	Ambition 	Area of focus 
Belonging to the NHS: We are recognised and rewarded We each have a voice that counts	Engaging our people	People are proud to work here, feel supported and recognised. They feel able to speak up and enjoy coming to work.	<ul style="list-style-type: none"> • Staff communication and engagement • Reward and recognition • Building confidence to speak up
Belonging to the NHS: We are a team	Empowering our people	Decisions are made as close to the patient as possible. High-performing teams have all the authority they need to make the right decisions, quickly.	<ul style="list-style-type: none"> • Reimagine Teams wrapped around PCNs where appropriate • Team effectiveness • Decision making framework
Looking after our people, belonging to the NHS: We are safe and health We work flexibly	Looking after our people	Our people are safe, healthy and well in their mental and physical wellbeing. Our approach is to value every member of the KCHFT team; supporting them in their role, but also as an individual.	<ul style="list-style-type: none"> • Wellbeing passports • Continue to build our wellbeing offer • Risk assessments • Flexibility by default • Supporting people with career responsibilities
New ways of working and delivering care, growing for the future: We are always learning	Developing our people	Whether it's personal or professional development, all colleagues have everything they need to build on their potential. We regularly learn from our success, as well as when things don't go right.	<ul style="list-style-type: none"> • Clear career pathways • Career conversations • Talent management • Digital capability • Expanding e-learning • Helping and supporting staff to understand the choices they take, to reduce carbon usage and use more sustainable options can support staff and families wellbeing in the future.
Looking after our people, belonging to the NHS: We each have a voice that counts	Treating our people fairly	We are an employer known for our inclusivity. We celebrate diversity and our workforce represents the communities we serve. Everyone has what they need in a just, safe and respectful place of work.	<ul style="list-style-type: none"> • Reverse mentoring • Cultural awareness training • Resolution and accountability framework • Just culture embedded • Further expand our work with Kent Supported Employment (KSE) • Equality change agents • Work with Prince's Trust (introducing young people into the workforce)
Belonging to the NHS: We are compassionate and inclusive We are compassionate and inclusive	Compassionate, inclusive and effective leaders of our people	Our leaders are highly visible, capable, positive, confident and enthusiastic leaders, who exemplify our values. Our leaders understand daily work, recognise what team members are doing and celebrate outcomes.	<ul style="list-style-type: none"> • Coaching culture • Listening and responding • Role modelling from the top • Leadership academy
New ways of working and delivering care, growing for the future	Our people of the future	We plan for the future and we do it well. We act quickly, responding to need and all our services are staffed appropriately.	<ul style="list-style-type: none"> • Recruitment and retention • Long term workforce planning • Workforce innovation • Expanding the Academy • Employment schemes expansion • Facilitating opportunities to retire and return



Kent Community Health
NHS Foundation Trust

Our People Strategy 2012-2014

