

# Our People Strategy ambitions

Our three-year plan for 2020/21 to 2023/24 to be the best employer for our people has seven ambitions.

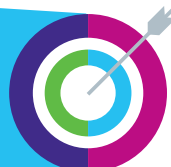


## 1. Engage our people

People are proud to work here, feel supported and recognised. They feel able to speak up and enjoy coming to work.

## 2. Empower 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.



## 3. 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.

## 4. 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.



## 5. Treating all 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.

## 6. Compassionate, inclusive and effective leaders for 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.



## 7. 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.