

# Our People Plan 2023 - 2026

*Working the Chesterfield Way; where everybody makes a difference*

## What is it?

Our People Plan is more than a document, it is a commitment to looking after our people, including how we will **Work the Chesterfield Way** and achieve our **'Together as One'** strategy. It is about our organisational culture and how we want to work together to make it better, now and into the future.

## Why is it important?

Our People Plan is based on what colleagues have told us. It focuses on how we will continue to **look after each other**, **foster a culture of inclusion** and **belonging**, and grow, train and work together differently to deliver **exceptional patient care**.

## Who needs to know?

We want everybody within **#TeamCRH** to know that our People Plan matters to them, every day, and how they can help to bring it to life.

## The People Plan's five pillars:

### Leadership

- Leadership behaviour framework
- Executive sponsor teams
- Bespoke leadership development
- Board and Executive development
- Encouraging speaking up

### #TeamCRH

- Team toolkit – our values
- Appraisal season
- Staff survey team action plans
- CRH recognition scheme
- Health and wellbeing offers

### Inclusion for all

- Anti-racism strategy
- Staff mentor partners
- Cultural intelligence training
- NEDx programme

### Learning culture

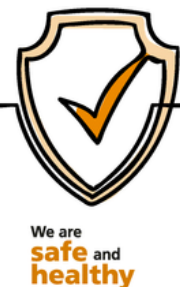
- Big conversations
- Learning from incidents and sharing best practice
- Just Culture
- Upskilling line managers
- Encourage innovation

### Growing for the future

- Induction and ongoing support
- Workforce planning capability
- Grow our own
- Recruitment and retention strategy
- Deliver workforce transformation

## NHS People Promises

Across all of this are our People Promises – a set of national promises to improve the experience of working in the Trust. **We are committed to delivering these from Board to ward level.**



## Find out more...

Scan me to read our **full People Plan** document which includes outcomes, engagement, summary and delivery.



Scan me to read our **'Together as One'** strategy, including our five strategic objectives, values, mission and vision.

