



MEETING TITLE Public Board Meeting		MEETING DATE 28/03/2017	
TITLE of PAPER	Values Engagement Project Update	PAPER REF	4.4
STRATEGIC OBJECTIVE(S)	All		
PURPOSE OF THE PAPER	To provide an update on the projects progress and current results		
For Approval	<input type="checkbox"/>	For Assurance	<input type="checkbox"/>
For Decision	<input type="checkbox"/>	Discussion/Information	<input checked="" type="checkbox"/>
AUTHOR / LEAD	Gavin Day	ACCOUNTABLE DIRECTOR	Claus Madsen
DISCUSSED AT / INFORMED BY – include date(s) as appropriate (free text – i.e. please provide an audit trail of the development(s)/proposal(s) subject of this paper):			
PREVIOUSLY AGREED AT:	Committee/Group: Trust Executive Group Senior Management Group	Date: Click to enter date Click to enter date	
RECOMMENDATION(S)	Continue with planned engagement throughout March and April		
RISK ASSESSMENT		Yes	No
Corporate Risk Register and/or Board Assurance Framework amended <i>If 'Yes' – expand in Section 4. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Resource Implications (Financial, Workforce, other - specify) <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Legal implications/Regulatory requirements <i>If 'Yes' – expand in Section 2. / attached paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Diversity and Inclusion Implications <i>If 'Yes' – please attach to the back of this paper</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
ASSURANCE/COMPLIANCE			
Care Quality Commission Choose a DOMAIN(s)		Not Applicable Not Applicable	
NHSI Single Oversight Framework Choose a THEME(s)		Choose an item. Choose an item.	

Values Engagement Project Update

1. PURPOSE/AIM

1.1 To provide an update on the project's progress and current results

2. BACKGROUND/CONTEXT

2.1 The project commenced in early February as agreed and is progressing well. Below is a brief summary showing where progress is being made and how the proposed new Values are being received by colleagues across the trust:

(NB. All data correct as of 15.03.17)

Total surveys received/input to date:	277
% of YAS population:	5.5 %

Total engaged via a formal presentation or briefing:	426
% of YAS population (target 10%):	8.5 %

Of the surveys received, how many answered Q2?	59.2 %
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Response per value (% of Green responses)...

One Team	76.3 %
Innovation	75.8 %
Resilience	76.7 %
Empowerment	81.9 %
Integrity	85.2 %
Compassion	89.7 %

Who have we engaged?...

Not
Disclosed

Number of Roles engaged:	46	37
Number of Depts./Divs engaged:	23	32
Number of Locations engaged:	33	55

2.2 Who have we engaged to date - Please see Appendix 1

2.3 Results to date per value – Please see Appendix 2

2.4 Departments/Divisions engaged to date – Please see Appendix 3

2.5 Locations engaged to date – Please see Appendix 4

3. PROPOSALS/NEXT STEPS

- 3.1 The project will continue as planned over the coming weeks with an aim to share final results with TEG in late April. Amendments and alterations based on colleague feedback will then be discussed, agreed and applied before a second electronic survey is distributed to all staff for final approval that will include (most importantly) a communication highlighting how their input has helped to positively shape the final version of the Values.

4. RISK ASSESSMENT

- 4.1 Not required at this stage, however this will be revisited during the future stages of the wider project. This includes the design and delivery of the Behavioural Framework (Phase 2) to underpin the new Values and implementation (Phase 3) that will include a full review and re-design of a number of internal processes to ensure the Values and behavioural framework is effectively embedded across the Trust.

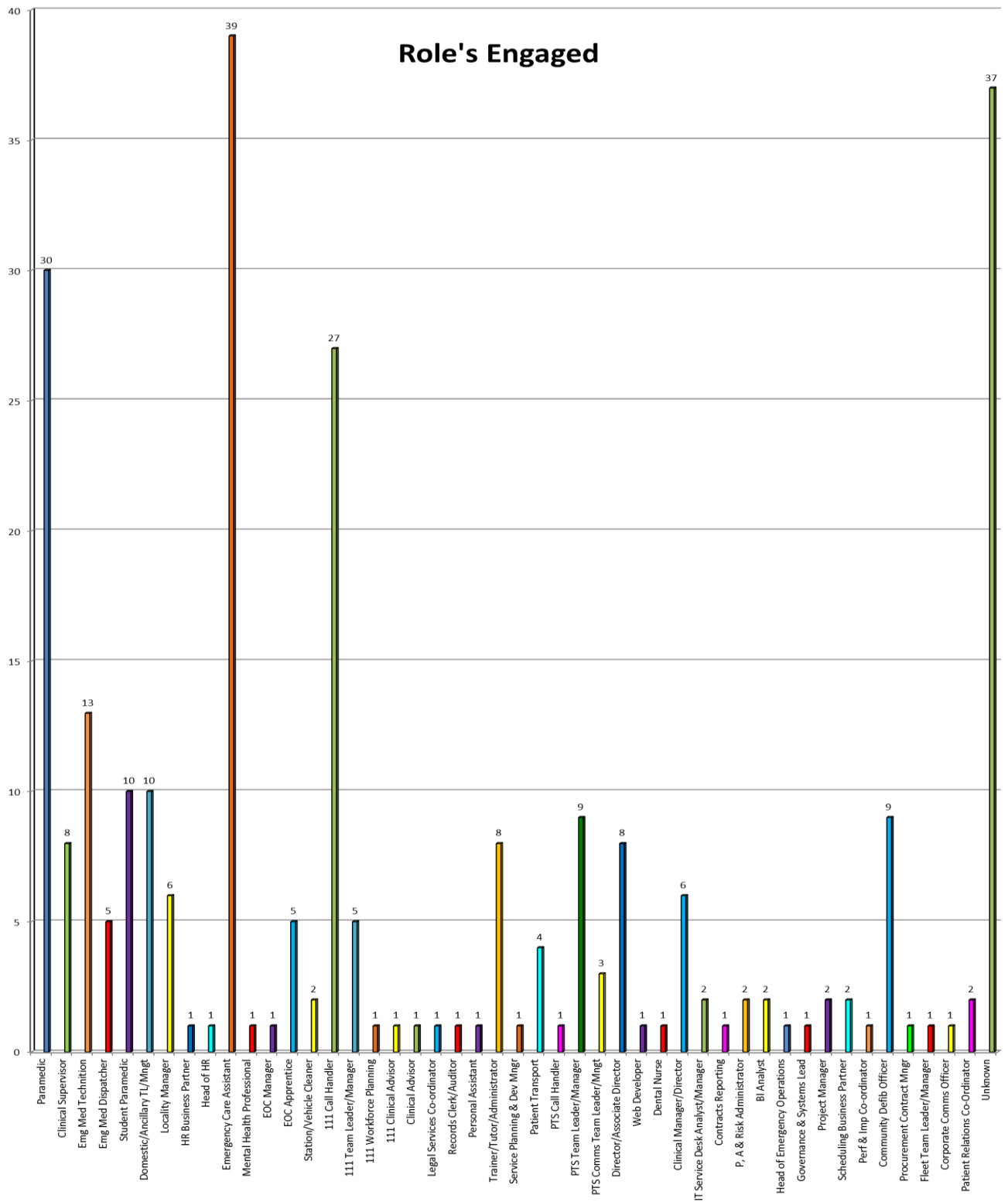
5. RECOMMENDATIONS

It is recommended that the Board agrees to:

1. Continue with planned engagement throughout March and April

6. APPENDICES/BACKGROUND INFORMATION

6.1 Appendix 1 - Who have we engaged to date:

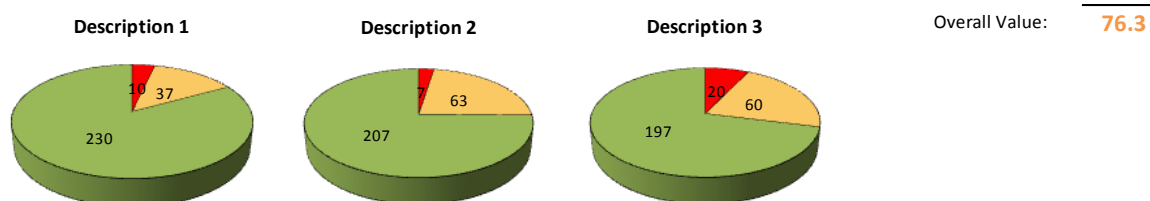


6.2 Appendix 2 - Results to date per value:

(NB. Wording highlighted in **red** has received multiple feedback comments)

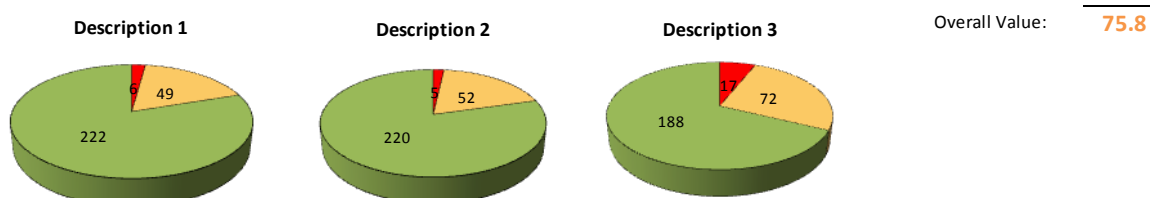
ONE TEAM:

		R	A	G	Total	% Green
1	We share a common goal: to be the best	10	37	230	277	83.0
2	We are collaborative and inclusive	7	63	207	277	74.7
3	We are enthusiastic about each other's successes and support each other through adversity	20	60	197	277	71.1



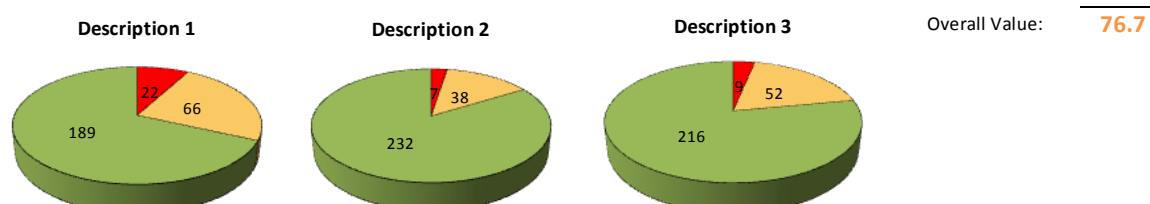
INNOVATION:

		R	A	G	Total	% Green
1	We pioneer new ways of working	6	49	222	277	80.1
2	We are at the forefront in developing professional practices	5	52	220	277	79.4
3	We have a default position of ' can-do '	17	72	188	277	67.9



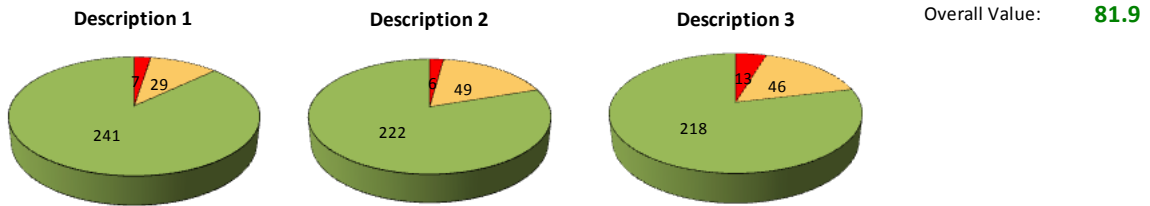
RESILIENCE:

		R	A	G	Total	% Green
1	We have the mental and physical stamina to keep moving forward for patients	22	66	189	277	68.2
2	We have the flexibility in our approach which allows us to adapt and evolve	7	38	232	277	83.8
3	We remain positive in the most difficult of circumstances	9	52	216	277	78.0



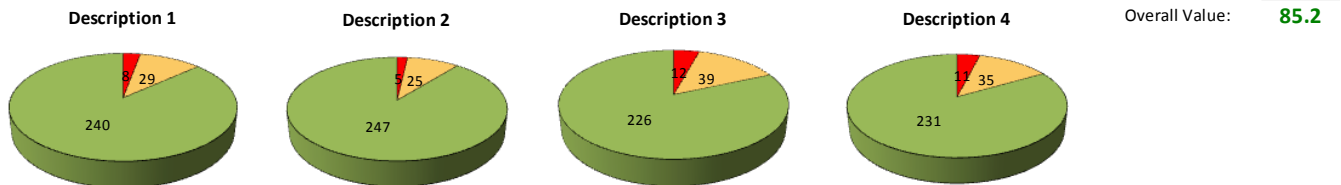
EMPOWERMENT:

		R	A	G	Total	% Green
1	We take responsibility for doing the right thing, at the right time for patients & colleagues	7	29	241	277	87.0
2	We have the courage to go the extra mile	6	49	222	277	80.1
3	We continuously build our capabilities through training and development	13	46	218	277	78.7



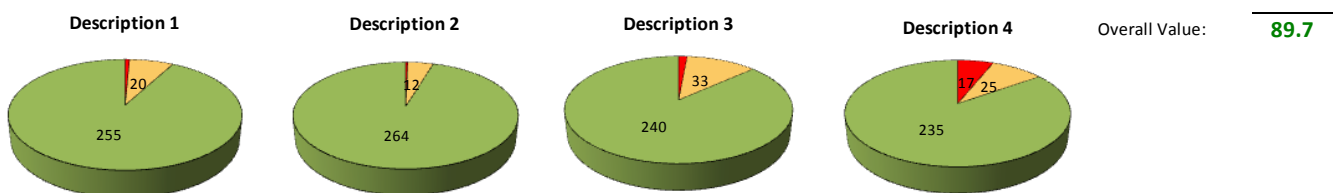
INTEGRITY:

		R	A	G	Total	% Green
1	We are open and honest	8	29	240	277	86.6
2	We adhere to professional standards, accountable to our communities and each other	5	25	247	277	89.2
3	We listen, learn and act on feedback	12	39	226	277	81.6
4	We respect each other's point of view	11	35	231	277	83.4

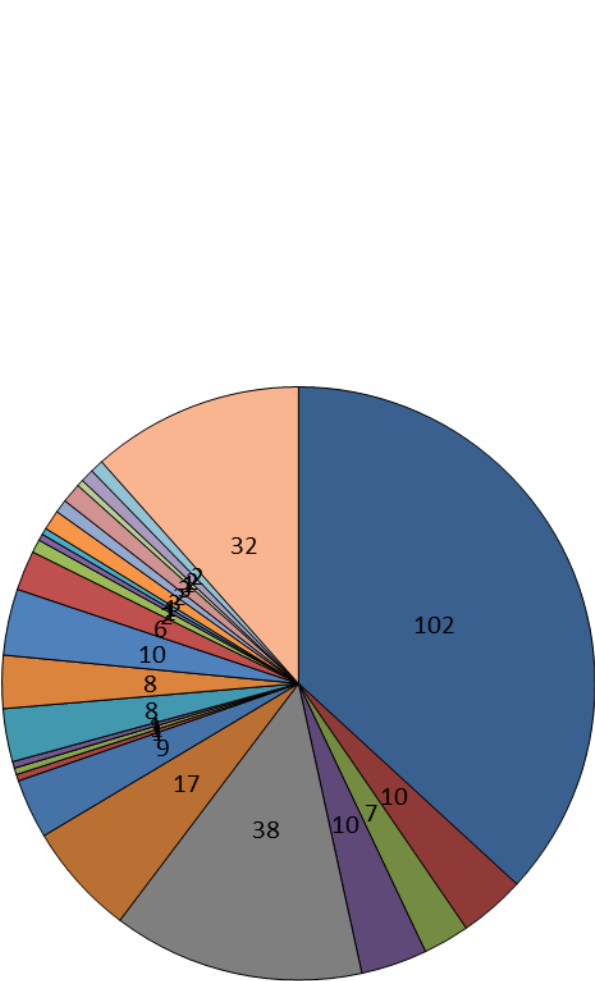


COMPASSION:

		R	A	G	Total	% Green
1	We deliver care through relationships based on empathy, respect and dignity	2	20	255	277	92.1
2	We are passionate about the care of patients and their carers	1	12	264	277	95.3
3	We treat everyone equitably , recognising the benefits of living in a diverse society	4	33	240	277	86.6
4	We are committed to protecting the wellbeing of our colleagues	17	25	235	277	84.8



6.3 Appendix 3 - Departments/Divisions engaged to date:



<u>Dept/Division:</u>	<u>No:</u>
A&E Operations	102
Ancillary	10
Student	7
EOC	10
111	38
PTS	17
Clinical Hub/Directorate	9
Estates	1
Health Records	1
Legal Services	1
Executive/Senior Mngt Team	8
Education & Learning	8
Community Resilience	10
I.T.	6
Performance, Assurance & Risk	2
Safeguarding	1
Procurement	1
Business Intelligence	3
Patient Relations	2
Capacity Planning & Scheduling	3
Corporate Comms	1
Fleet	2
Human Resources	2
Unknown	32

6.4 Appendix 4 – Locations engaged to date:

