

Our People Plan and Promise 2023 - 2025



Leicestershire Partnership
NHS Trust



Making a difference, together

Our Approach

Our People Plan is developed through feedback from our Staff

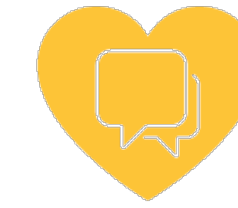
- Staff Survey and quarterly Pulse Survey
- Freedom to Speak up feedback
- Our Future Our Way – Change Leaders
- Listening Sessions
- Staff Networks
- Health and wellbeing roadshows

It connects with our:

- Trust-wide strategy Step up to great
- Clinical Plan
- Financial Plan
- LLR System / NHS East Midlands Alliance and our Group
- NHS People Promise



Our leadership behaviours are:



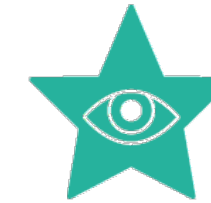
Valuing one another



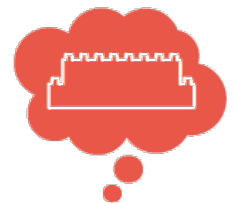
Recognising and valuing people's differences



Working together



Taking personal responsibility



Always learning and improving

Our vision
what we are aiming for

Together we thrive, building compassionate care and wellbeing for all.

Our strategy
how we will get there



Technology



Healthy Communities



Responsive



Including everyone



Valuing our people



Efficient and effective

Our mission
why we do what we do everyday

Making a difference, together

Introduction from our CEO and Directors



Our People Plan shows our dedication to making LPT a great place to work and receive care. It promises that we will lead with compassionate and inclusivity, with the health and wellbeing of our staff at the heart of all we do. It shows how we will work together to create an inclusive culture, where there is no discrimination or bullying, and empowering staff through learning and innovation. Through effective workforce planning we will nurture and support our staff to progress and flourish, offer them opportunities to deliver care through new models and in new roles.

These high-level overarching themes are reflective of the national NHS People Plan and People Promise, as well as the ongoing feedback of our LPT family over the last year. They showcase the areas we will focus on, underpinned by programmes of work with measurable outcomes. This is an evolving plan, and will be updated as we move through the years to reflect the changing needs of our health and social care landscape.

Putting your feedback into action is paramount, and we are committed to continuing to listen, learn and support improvements through your involvement with the Our Future Our Way culture programme.

**Together we thrive, building compassionate care
and wellbeing for all.**



NHS People Plan People Promise



Looking after our people

We will make the NHS a better place to work by ensuring staff are safe and healthy, physically and mentally well and able to work flexibly

New ways of working and delivering care

We make effective use of the full range of our people's skills and experience



Belonging in the NHS

We will take action to ensure the NHS is inclusive and diverse a place where discrimination, violence and bullying do not occur

Growing for the future

We want to capitalise on the unprecedented interest in NHS careers and higher numbers of applications to education and training

Delivery of the HWB Plan
Continue to support staff with their health and wellbeing

Financial wellbeing support
(co-ordinated by Cost-of-living Group)

Workforce agency reduction plan
Continue to maintain quality and patient safety by developing our workforce and reducing our reliance on agency

Medical Workforce strategy
Develop robust plan to enable growth, development and retention of trainees

Nurturing our volunteers
Continue to grow and nurture our volunteers as a part of our workforce, including training and development opportunities

Recruitment Marketing Plan
Focus on key areas of recruitment, through staff stories, campaigns, events and outreach activities

People Plan - Our Actions

Looking after
our people

Belonging
in the NHS

Growing for
the future

New ways of
working and
delivering care

OD Offer and Line Manager Pathway refresh
Building inclusive, compassionate leadership

LLR Active Bystander programme
Enable change through courageous conversations to address micro-aggressions and micro-incivilities

Deliver EDI Plan
Our data informed WRES and WRES action plans include reverse mentoring, cultural intelligence learning sets, mandatory diverse interview panels, and increasing listening activities.

Together Against Racism – Group ambition
Acknowledge racism and discrimination exists and take action to tackle it together

Culture, leadership and inclusion programme
Co-design improvements in our culture – lead by our change leaders and supporting a speaking up and learning culture

Talent management and succession planning
To support career aspirations, put in place development opportunities and enable teams to create succession plans

Workforce planning
Embed structured workforce planning across the trust to ensure long term capacity and sustainability of workforce

Growing our own/new roles
Focus across system on career development, career progression, new roles for multidisciplinary working to provide the right capacity at the right time to deliver patient care

People Promise exemplar
Flexible working and other interventions to improve retention

Improving Culture, Leadership and Inclusion with our Change Leaders



Focus Groups

Staff networks

Staff Survey

Freedom to Speak Up Guardians

Co-design using QI methods



Feedback Boxes / Road shows

We will continue to co-design with our people improvements to our culture, inclusion and leadership in order to create high quality, compassionate care and wellbeing for all

We will continue to embed our Leadership Behaviours

