

SWASFT's behaviour framework



- Guardrail for the way that we work and interact together – shows what good looks like and by implication what bad does too.
- Aligns with our cultural and our strategic ambitions.
- Designed to be simple and flexible – offers a consistent language so we can reward behaviour that's in line with the framework and hold behaviour that's not to account.
- Shows all colleagues what success looks like – will ensure that success is about what we do (technical skills) and also how we do it (interpersonal skills).
- Objective is to develop a culture which is high performing, inclusive and compassionate, in which:
 1. We do the right thing
 2. We're empowered to achieve
 3. We're in it together

Guiding principles	Indicative behaviours for all our people	Additional indicative behaviours for people managers
We do the right thing	<ol style="list-style-type: none"> 1. We role model the Trust's behaviours and the NHS values 2. We take responsibility and make decisions with high quality patient care in mind 3. We're kind and inclusive - even when we're under pressure 4. When someone is struggling emotionally or physically, we do something about it 5. When others are unprofessional or disrespectful we call them out and challenge them 6. We proactively look after our own health and wellbeing 	<ol style="list-style-type: none"> 1. We support diversity and inclusion through our decisions and actions 2. We tackle unprofessional behaviour immediately 3. We give honest, evidenced performance feedback, regularly 4. We make decisions and take actions that are just, fair and transparent 5. We prioritise the team's health, wellbeing and performance 6. We trust our people to do their jobs to the best of their ability
We're empowered to achieve	<ol style="list-style-type: none"> 1. We take pride in performing as well as we possibly can 2. We achieve the best results possible for patients 3. If there is a faster, more effective or efficient way of doing things, we speak up 4. We know how to prioritise our work effectively 5. We seek help to inform our personal development 6. We are open to feedback and we learn from our mistakes 	<ol style="list-style-type: none"> 1. We jointly agree clear goals that align with the Trust strategy and hold colleagues to account for delivery 2. We provide regular coaching and feedback on performance and offer support for ongoing development 3. We ensure that decision making authority is at the right and most appropriate level 4. We ensure team are empowered and equipped to deliver consistent high quality patient care or support services 5. We clearly define the boundaries of empowerment 6. We ensure our infrastructure enables people to perform
We're in it together	<ol style="list-style-type: none"> 1. We work towards agreed and common goals 2. Collaboration with other colleagues and teams is the way we work 3. We look for the positive in what others are saying 4. We take time to listen to alternative points of view 5. We encourage others to express opinions and ideas 6. We consider the impact of our actions on others; if we challenge others, it's with positive intent 	<ol style="list-style-type: none"> 1. We create a 'one team' culture 2. We encourage collaboration across departments, areas and the NHS system 3. We improve how work flows across the organisation by working in a joined up way 4. We share best practice across the organisation 5. We celebrate individual and team successes 6. We scan the horizon to ensure that the team and the Trust are fit for the future

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Positioning of behaviours and how this all fits together

