



Our values, developed by us for us
A guide to our Trust Values



Proud To **Care**
Make It **Happen**
We Value **Respect**
Together We **Achieve**

Belong to something...
amazing

Welcome

As an organisation we recognise the contribution of our people and the significant difference that all their roles make to our patients.

We are also clear that we need to improve the employment experience that our staff have. Our commitment to our people is making our organisation even better.

One of the ways we've looked to improve employee experience, staff involvement and engagement was through the introduction of our Trust Values in autumn 2013.

Our Values were shaped by our staff and patients, to ensure we got them right. After all, values represent the way we want to be seen.

I'm delighted that so many of our staff took the time to help us shape our Values and to support us to begin our journey to becoming a Values-driven organisation. What's also lovely to see is the way that, in what is a relatively short time since they were launched, our staff have shown they have really embraced them. If I was to stop a number of staff to ask them what our Values are, I'm confident most would know. Staff are aware of our Values and everyday I see them in action. Our Values are not just words on a page, they represent what we are about here at SaTH. They represent the behaviours and attitudes that we expect each of us as staff to display when we're at work AND representing our organisation.

As you will have heard colleagues say, you can't experience values; what you actually experience is behaviour and attitudes. That's where this guide comes in, and I'm delighted to share it with you. The guide highlights the behaviours and attitudes we expect each of us as staff to show. I hope you find it useful.

Victoria Maher
Workforce Director



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Our values, behaviours and attitudes

PROUD TO CARE

Behaviours and attitudes which put our patients and our staff at the centre of everything we do.

We strive for the highest standards of excellence and professionalism in our work

We make people feel valued

We care about the wellbeing of others

We treat patients, their carers and others with sensitivity and kindness

MAKE IT HAPPEN

What we want to see to ensure that we make it happen.

We take personal responsibility for making it happen

We help empower and support others to take responsibility

We are positive about change and innovation

We do not pass the buck and are solution focussed

WE VALUE RESPECT

What we want to see to ensure we respect our patients and one another.

We are considerate and respect one another

We are prepared to challenge behaviour that is not respectful

We respect different people's needs, aspirations and priorities

TOGETHER WE ACHIEVE

What we want to see to ensure we work as a team.

We work together effectively, at every level, to deliver better care for our patients

We support others to achieve their potential

We are open and honest, admitting mistakes and acting with integrity

We value and recognise the contribution of everyone

Values, behaviours and attitudes interviewing

WHAT IS IT?

The Trust now recruits all members of staff via a values, behaviours and attitudes interview (also referred to as values-based recruitment or VBR).

WHY?

The purpose of a values, behaviours and attitudes interview is to measure whether your attitudes and behaviours align to the Trust's. We only want great people.

WHAT TO EXPECT

The interview will be split between a competency based interview and a values based interview.

All questions within the values-based interview have been developed around our four Values.

The questions will ask for real life experiences, so we advise that you have a think about how you have demonstrated our Values in the past.





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