



## Our Culture Commitments

### Our Voices

We will share our vision and priorities in a clear and simple way.

We will make information accessible and encourage interaction with our communications.

We will ensure our use of language is considered, consistent and in line with our values.

We will create opportunities for colleagues to engage with senior leadership and to be heard

We will focus on Kindness and Civility at an individual level, right across our organisation

We will embed the NHS Scotland Values in everything we do and the decisions we make

We will give colleagues the skills and tools to have good conversations and challenge appropriately

We will create opportunities to recognise and reward those who display our values to best effect

### Our Values

### Our Healing

We will continue to listen to our colleagues past and present and understand their experiences

We will support those who have been hurt and find ways to repair the damage which has been done

We will learn from their experiences and use these insights to inform our future

We will create a workplace where dignity and respect can flourish with zero tolerance for bullying

We will ensure colleagues have an independent ear where our other channels are not appropriate

We will give colleagues access to a wide range of emotional and practical support

We will develop a Health and Wellbeing strategy that colleagues understand and can access

### Our Health

### Our Business

We will work together to identify and resolve issues quickly and informally, wherever possible.

We will invest in the necessary resources so our people processes are timely, effective and fair

We will be clear about the expectations and responsibilities of all of our colleagues whilst at work

We will have clear priorities and ensure that workloads and pressures can be appropriately managed

We will have a clear strategy and long term plans which support this

We will ensure appropriate development is in place for all those who have a people leadership role

We will have timely data and information to inform our decision making and plans for our future

### Our Future