

St Luke's Culture & Engagement Programme:

We are committed to listening, learning and working together with openness and trust, and taking proactive steps through our people programmes to support the workplace culture we aspire to, and in turn excellent levels of employee engagement. Colleagues should take confidence in our key people programmes which are designed in response to colleague insights and aimed to celebrate and recognise our people, support health and wellbeing, nurture resilience and encourage growth; ensuring at all times that our colleagues feel safe, supported and inspired in their work.

Our C&E Programme is built on five pillars of practice, to support us in our workplace aspirations:

 <p>We engage through shared Values & Culture Vision</p> <p>We work in mind of shared values and behaviours, and as a workforce we have created a shared culture vision we aspire to: <i>"We will foster a positive, collaborative, and inclusive workplace culture where all colleagues are valued, encouraged, and empowered to thrive – enabling us together, to deliver the best possible service for the people of Sheffield."</i></p>	 <p>We engage through listening and actioning</p> <p>We strive to listen to our people and act on feedback / insights gathered through different forums, Inc. quarterly people pulse programme and independent employee opinion surveys, creating actions in direct response to colleague feedback. We also have a Freedom to Speak Up (F2SU) Programme, and 2 F2SU Guardians, alongside an Employee Voice Forum.</p>	 <p>We engage through our People Programmes</p> <p>We aim to engage our people through a variety of different People Programmes designed in support of our overall People Agenda; three of our current key People Programmes include:</p> <ul style="list-style-type: none"> ★ Equity-Diversity-Inclusion ★ Health & Wellbeing ★ Culture & Engagement <p>Alongside Clinical Supervision & Reflective Practice.</p>	 <p>We engage through our People Networks</p> <p>We support people networks that underpin people matters and encourage collaboration, via regular team meetings, quarterly EDI & H&S Working Groups, Health & Wellbeing sessions, including staff menopause groups, and Employee Voice Forum; we also encourage feedback groups and occasional focus / project groups supporting organisational needs.</p>	 <p>We engage through the information we share</p> <p>We strive to engage through clear, consistent, informative and relevant communications in support of understanding and awareness of organisational information and news, channels include team meetings, retail visits, our Intranet, Noticeboards, weekly Team Talk &, Sharepoint, Bi-Annual Staff Briefings & regular People Programme updates etc.</p>
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- 2) developing and embedding **engagement** practices that support an environment where every person feels they belong, are valued, heard and supported.”



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