

# Staff charter

NELFT is committed to delivering the best care by the best people in an environment where staff feel respected, valued and supported. We pledge to develop an inclusive workforce where staff can access opportunities, understand their rights and responsibilities and contribute to the success of our services by working together and maintaining high professional standards. This charter has been developed in line with the NHS Constitution.

I will	Our values	NELFT will
Value differences and individuality, whilst showing respect to colleagues, service users, carers and volunteers for their contribution.	People first.	Provide an environment free from discrimination and harassment, ensure your contributions are valued and that you are protected from bullying or violence.
Provide high quality services utilising evidence based practices and professional standards.	Prioritising quality.	Provide access to the right training and professional development to help you excel at work.
Identify and develop opportunities to make a difference. Maximise team working by utilising resources, recognising and promoting health and safety and working creatively to improve access to services.	Progressive, innovative and continually improving.	Provide the resources to enable you to work effectively and efficiently, minimising risks to health, wellbeing and safety.
Contribute to workplace discussions, providing constructive honest feedback. In order to address and report issues promptly, find solutions and solve problems.	Professional and honest.	Include you in discussions when making decisions which affect the service you provide. Support you to raise issues of concern and provide encouragement to think positively.
Be flexible and adaptable to delivering services in new ways which are responsive to need.	Promoting what is possible - independence, opportunity and choice.	Actively promote the choices you, which support a work life balance.