

# People Promise

The NHS is an extraordinary, world-class service. Together we have achieved, and continue to achieve, the extraordinary. We should all feel proud of this.

We want our culture to be positive, compassionate, and inclusive – and we all have our part to play.

**We are compassionate and inclusive**

We do not tolerate any form of discrimination, bullying or violence.

We are open and inclusive.

We make the NHS a place where we all feel we belong.

**We are recognised and rewarded**

A simple thank you for our day-to-day work, formal recognition for our dedication, and fair salary for our contribution.

**We each have a voice that counts**

We all feel safe and confident to speak up. And we take the time to really listen – to understand the hopes and fears that lie behind the words.

**We are safe and healthy**

We look after ourselves and each other.

Wellbeing is our business and our priority – and if we are unwell, we are supported to get the help we need.

We have what we need to deliver the best possible care – from clean safe spaces to rest in, to the right technology.

**We are always learning**

Opportunities to learn and develop are plentiful, and we are all supported to reach our potential.

We have equal access to opportunities.

We attract, develop and retain talented people from all backgrounds.

**We work flexibly**

We do not have to sacrifice our family, our friends or our interests for work.

We have predictable and flexible working patterns – and, if we do need to take time off, we are supported to do so.

**We are a team**

First and foremost, we are one huge, diverse and growing team, united by a desire to provide the very best care.

We learn from each other, support each other and take time to celebrate successes.

**Together, WE make the NHS the best place to work.**

**We are more than 1.3 million strong. We are all walks of life, all kinds of experiences. We are the NHS.**

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