Personal Accountability Charter

NHS
Derbyshire Healthcare
NHS Foundation Trust

Our values

Caring
We provide safe care and support people to achieve their goals.

Inclusive
We respect everyone in all we do.

Ambitious
We offer high quality services, and we commit to ongoing improvement.

Belonging
We come together to create a culture that is welcoming, open and trusting.

Collaborative
We work together to achieve the best outcomes for our people and communities.

Caring behaviours
- We are kind
- We are person-centred
- We keep people safe

Inclusive behaviours
- We are fair
- We embrace and celebrate difference
- We are professional

Ambitious behaviours
- We learn
- We are high performing
- We are innovative

Belonging behaviours
- We are honest
- We are accountable
- We communicate

Collaborative behaviours
- We work well with others
- We engage
- We are good partners.

How I can show caring behaviours
- I show kindness to others and think about their needs
- I don't walk by if something is wrong or needs to be done
- I meet professional standards

How I can show inclusive behaviours
- I think about the impact of my actions on other people
- I respect people and my surroundings and speak up when things don't feel right
- I actively challenge discrimination

How I can show ambitious behaviours
- I get the basics right, to underpin improvements
- I listen, learn and improve
- I deliver continuous improvements

How I can show belonging behaviours
- I look after my own health and wellbeing
- I recognise the value and contributions of all colleagues
- I take responsibility for what I do

How I can show collaborative behaviours
- I work with others to achieve shared outcomes
- I break down barriers to achieving the best outcomes
- I empower people to be partners in their care.

Our behaviours

WE MAKE A POSITIVE DIFFERENCE IN EVERYTHING WE DO

derbyshirehealthcareft.nhs.uk/about-us/strategy

We are committed to demonstrating these behaviours at all times – as individuals and in our teams. Please use them in your appraisal to show how you are living our values, and please discuss in team meetings how your service can use these behaviours to make a positive difference in everything you do.