

# ELFT People Promise Champions

## *Information Pack & Role Description*



*People Promise*

# What is the People Promise, how did it come about?



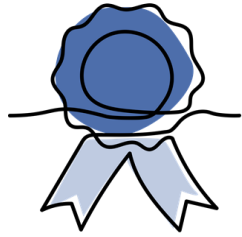
- The People Promise seven elements form an overarching framework that creates an **easily understood, consistent and standardised way of talking about, measuring, and improving Employee Experience.**
- Not only about **what** we do, but **how** we do things. Not only the big initiatives, but the important everyday smaller actions.
- In January 2019, the NHS published its Long-Term Plan (LTP) which sets out an ambitious 10-year vision for healthcare in England. The Long Term Workforce Plan for the NHS was published in June 2023 and sets out retention as a key pillar of our workforce strategy over the medium and long term. **Practical actions to improve staff experience and retention are set out across all of the below areas of the NHS People Promise:**



# What does each element mean at ELFT?

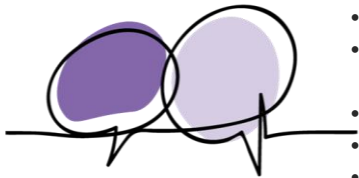


## Our ELFT 'People Promise Bundle':



We are **recognised**  
and **rewarded**

- [Annual Leave and Special Leave Policy](#)
- Annual Staff Awards
- Employee / Team of the month
- Praise platform (high-five Vivup)
- [Access to the NHS Pension Scheme](#)
- Continuous NHS Long Service Awards
- [Exceptional Leave Reward](#)
- [Home electronics, car lease, cycle to work salary sacrifice schemes](#)
- [New supervision tool](#)
- [NHS Annual Leave entitlement](#)
- [NHS Discounts / Blue Light Card](#)
- [Childcare benefits](#)



We each have  
**a voice that counts**

- [Freedom to Speak Up \(FTSU\)](#)
- Just Culture and [Respectful Resolution Framework](#)
- Annual National NHS Staff Survey & National Quarterly Pulse Survey
- Exit Questionnaire
- [Bullying and harassment support advisors](#)
- [Wellbeing Conversations](#) (also part of [Trialog/Supervision](#))



We are **compassionate**  
and **inclusive**

- [Leadership and Culture Framework](#)
- [Our ELFT values](#)
- [Our ELFT vision, mission & strategic plans](#)
- [Our ELFT network groups](#)
- CEO Discussion Group / Listening events / walkaround
- [Baby loss guidance](#)
- [EDI, WRES, WDES](#) & Gender pay gap work
- [Wellbeing Resources](#)



We are  
**always learning**

- [ELA \(ELFT Learning Academy\)](#)
- [Personal and professional development](#) (appraisals, supervision and career conversations)
- [Apprenticeships](#)
- [Leadership Development](#) (for new and experienced managers)
- [Coaching and Mentoring](#)
- [Quality Improvement](#)
- [Corporate and Managers Induction](#)
- [Functional English and Maths Skills](#)



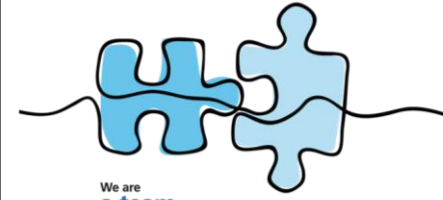
We are  
**safe and healthy**

- [Employee Assistance Programme](#)
- [Physical wellbeing activities](#) (yoga, massages, Pilates & health MOTs)
- [Supervision tool](#) (clinical and non-clinical)
- [Menopause guidance](#)
- [Vitamin D supplements](#)
- [Occupational Health](#)
- Stress Toolkit
- [Reasonable Adjustments](#) & [eye care vouchers](#)
- [Sexual Safety Charter](#)
- [Support for staff following safety incidents](#)
- Wellbeing Guardian & wellbeing forum
- [People Safe App](#) & Operation Cavell
- [Financial wellbeing](#) and [cost-of-living resources](#)
- [London Healthy Workplace Accreditation – Excellence level](#)



We work  
**flexibly**

- [Flexible Working Policy](#) (including types of flexible working and process)
- [E-roster and self-rostering](#)
- Board level flexible working champion
- Capital Nurse Ward Manager Flex Training



We are  
**a team**

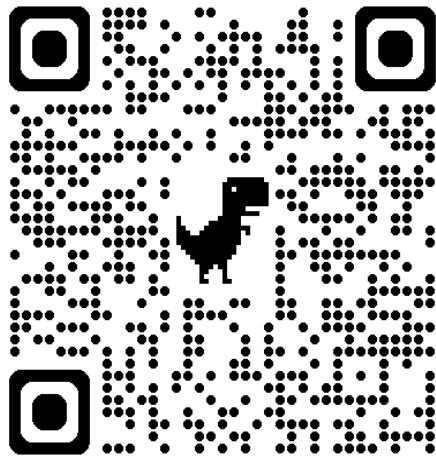
- [People Participation](#)
- [Away Day Toolkit](#)
- [Loop app for bank work](#)
- [Healthy Team Bundle](#)
- Staff Networks (([LGBTQIA+](#), [ELFTAbility](#), [Womens](#), [RaCE](#), [Intergenerational](#), [Mens](#), [Climate](#)))
- Redeployment Programme
- [Leadership Behaviours](#)

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# How do I find out more about the People Promise?



1. Search 'People Promise' on the intranet to find out more about the People Promise Bundle and information material
2. Look out for any future 'People Promise' related communications and the People Promise Bulletin



## NHS People Promise

This is a promise we must all make to each other – to work together to improve the experience of working in the NHS for everyone.



The themes and words that make up our People Promise have come from those who work in the NHS. These are defined by 7 key elements:



## ELFT People Promise Bulletin



Welcome to the 1st edition of the People Promise Bulletin!

The People Promise is a promise we must make to each other, to work together to improve the experience of working in the NHS for everyone. The themes and words that make up our People Promise have come from those who work in the NHS. These are defined by 7 key elements.

Each section focuses on an individual People Promise Element, where we share a key update / ask and then list the full bundle of support and resources relating to this element.



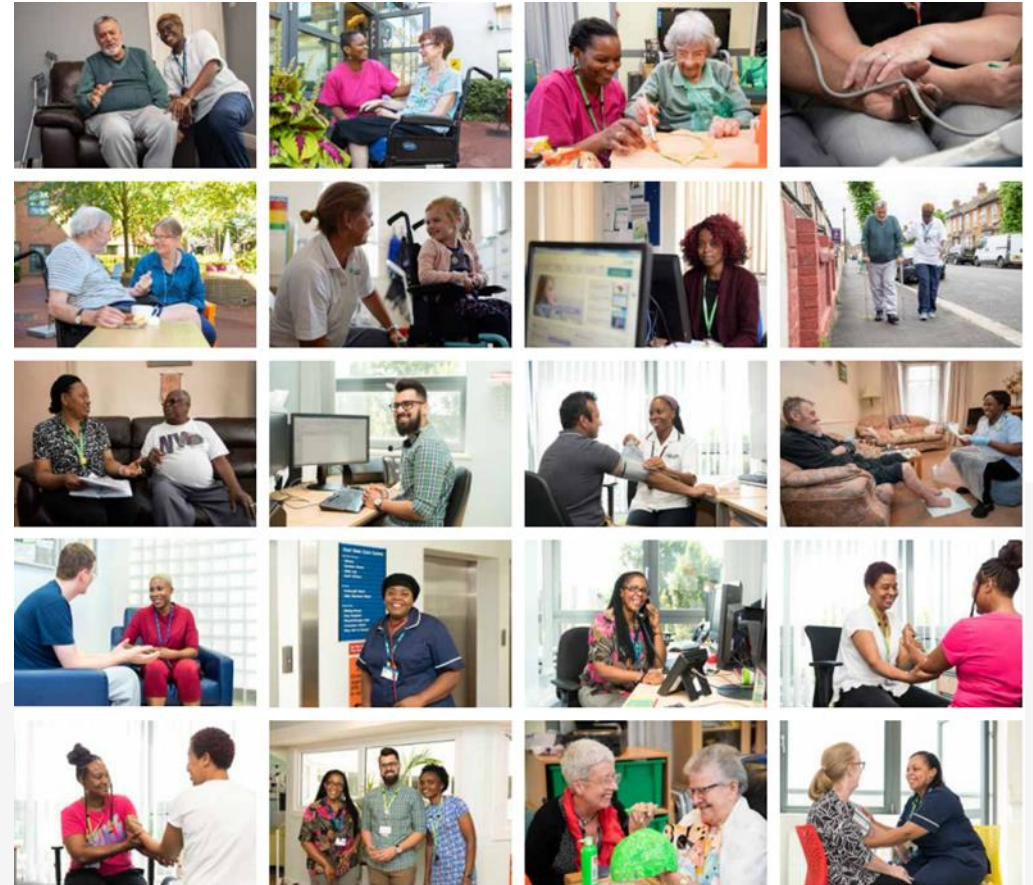
[NHS People Promise Intranet Page](#)



# What are People Promise Champions?



- As the name suggests, People Promise Champions are quite literally '**championing**' the **People Promise** at **ELFT**.
- **ELFT is part of the People Promise Exemplar Programme**; therefore, People Promise Champions are instrumental helping us bring this programme to life and sustain it in the longer term.
- By raising awareness of the People Promise at ELFT, People Promise Champions will become an **advocate** for the **NHS People Promise** and **all things** that contribute to a positive people experience.



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# How do I know if this role is for me?



## Do you...



...love to celebrate your teams' successes and recognise colleagues that sometimes go unnoticed?



...speak up when necessary - not just for your own benefit but for the benefit of your team, service and wider organisation?



...live and breathe the ELFT Trust Values (we care, we respect, we are inclusive) and Leadership behaviours; supporting others to do the same through leading by example?



...champion a health and safety culture at work and are interested in learning more about how to look after yourself and your colleagues?



...look for new learning opportunities to learn and develop, both as an individual and as a wider team?



...work flexibly / manage a flexible team and want to share your experience to support others to be able to do the same?



...enjoy being part of a team and want to learn more about how you can build and nurture a sense of community, or boost morale?

**Whether you feel you relate to all or just one of these things, the People Promise Champion role could be for you!**

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# People Promise Champion Role Description



*The aim of a People Promise Champion is to help bring the People Promise to life at ELFT*

We know that everyone's time is precious - we are all busy meeting the needs and demands of our patients and our roles. Therefore, instead of this being another 'thing' to add to your list, we have designed this so that it can **seamlessly fit into and compliment your day job**. It can be what you want it to be...

You will be the **first to know all information relating to people experience**, and make a real difference in sharing this information within your teams, in a way that you know will make a difference. This role will also **give you the opportunity and leverage to bring to life a wellbeing / people experience initiative within your team**.

## **People Promise Champion activities include (but are not limited to):**

- Signposting colleagues to relevant resources and services aligned to each People Promise element
- Role modelling and promoting a culture of wellbeing within your team/locality
- Providing feedback on areas of concern from your team/locality that may require additional support
- Attending People Promise Champion bi-monthly meetings, where possible
- Taking an active approach in promoting People Promise information events and services to your team/locality;
- Sharing relevant information that the People Promise Manager, Engagement & Wellbeing Team and other key stakeholders provides
- Sharing best practice/your stories of success with other People Promise Champions

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# I'm interested in becoming a People Promise Champion. How can I apply?



## ELFT People Promise Champion Application Form



Please complete the [application form](#)!

The application asks if you have the **support and permission of your line manager**.

Please make sure you've spoken to them before applying.

If you have any issues completing this form, please email:  
[annabelle.hall@nhs.net](mailto:annabelle.hall@nhs.net)

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# What happens once I've applied?



We will be in touch with you shortly after we've received and reviewed your application.

## **Should you successfully become a People Promise Champion, you will:**

- Be invited to a one-hour training session in the new year
- Be added to a People Promise Champions MS Teams channel, where you will be first to hear all people experience information and news
- Be provided with useful resources, communication materials and templates
- Be invited to bi-monthly drop in information sessions, allowing you to meet with other champions and hear from those leading work and projects aligned to the different people promise elements

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# Thank you for your interest in becoming a People Promise Champion!

*We look forward to hearing from you*



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