

Our Culture

Our organisational culture is extremely important to us. We realise that for our staff team to reach their potential, it is critical that the environment in which we work is engaging, positive, open and honest.

Our strategic planning will focus on 5 main objectives:

1

To fully engage with our internal customers

- Develop and deliver strategies to promote staff engagement.
- Maximise opportunities to meaningfully engage with staff & board members.
- Review how we currently communicate & how we can improve practices.
- Look at using I.T to improve communications.

2

Supporting staff wellbeing

- Creating an environment to promote a state of contentment, which allows employees to flourish and achieve their full potential for the benefit of themselves and their organisation.
- Continue to deliver and develop our Healthy Working Lives accreditation.
- Promote an active and healthy lifestyle (in both the workplace and home)
- Create an open and supportive culture for our employees mental wellbeing



3

To value and invest in our people

- Carryout PDR's for staff and appraisals for Board members annually.
- Achieve high staff satisfaction levels by ensuring staff issues are raised and acted upon by SMT.
- Support, train and develop our staff and Board to ensure they are skilled to deliver the Associations goals and objectives.
- Embed our culture and core values in all that we do.
- Redefine core values.
- Implement rolling training programme for staff & Board.
- Identify skills gap and recruit or train to fill same.

4

Embed equality across all our services

- Ensure we promote equality of opportunity to eliminate discrimination and harassment for all.
- Promote an inclusive and conducive work environment where employees feel secure and happy.
- Challenge negative attitudes.
- Treat all staff and Board fairly and equally.
- Create an all-inclusive culture for our people.

5

Promote PHA's achievements

- Embed reward & recognition within our Association
- Ensure that staff, Board & initiatives are put forward for awards from relevant bodies.
- Maximise the use of our social media to promote our achievements and inclusiveness.

