



#the EoSC
#spsp247

Creating the Conditions for Safe Care

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Introduction

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The vision



People delivering and enabling care in Scotland are nurtured in and by compassionate workplaces, through fulfilling roles in which they flourish and in doing so provide the best possible care for the people of Scotland.

What this means....

For individuals;

- The physical, mental and emotional wellbeing of people working in health, social care and social work is prioritised.
- People are empowered to grow and flourish within their roles with the right support, development and skills to perform at their best
- People feel that they are valued by their colleagues and team and employer with their voice heard and listened to.

What this means....

For teams;

- Teams are attentive, responsive, and supportive to the wellbeing needs of their colleagues.
- Teams are led by good leaders that role model values of kindness, compassion and collaborative working.
- An inclusive culture is experienced through working in teams which not only reflect diversity, but demonstrate strength through curiosity and encouragement of the qualities that may set individuals apart or defined as having protected characteristics

What this means....

For organisations;

- A culture exists where interest and attention to employee wellbeing is embedded throughout organisations.
- There is a consistent, clear, systemic and strategic approach to leadership across all health, social care and social work organisations.
- Organisations across health, social care and social work embody fair work and champion the diversity of their workforce.

Leadership journey

From

- Top down
- Directive
- Perfection
- Collaboration
- Models of leadership
- Hearing what's said
- Being there
- Making it safe

To

- Equity and team work
- Creating conditions and culture
- Making progress
- Engaging wider system
- Behaviours and lived experience
- Authentic Listening
- Commitment to being in the present
- Showing humility, honesty, trust and empathy that creates safety

How Leaders can shape culture

- Enabling
 - Developing purpose and vision
 - Building capability
 - Harnessing commitment
- Shaping Culture
 - Releasing creativity and innovation
 - Modelling self leadership
 - Fostering inclusion and psychological safety
- Empowering systems
 - Whole system awareness
 - Forging trust and collaboration
 - Enabling population outcomes