Meeting Title	MSE Trust Boards in Common		
Meeting Date	15th January 2020	**Agenda No**	**10**
Report Title	**MSE Culture Change Plan**		
Lead Executive Director	Danny Hariram, Chief People and OD Director		
Report Authors	Dr Penny Newman, Group OD Director, Abi Blake, Associate Director, OD		
Action Required	Decision **X** Discussion **x** Monitoring □		
Background / Context	To improve the care, experience and outcomes for patients in the new merged organisation, there is a need to create a new cultural environment where staff are more enabled, empowered and facilitated and that fosters change, innovation and improvement, building on the best of what happens now across the three sites.		
Key Issue 1	Two Board seminars have been held on the theory and application of the NHSI compassionate leadership programme and approach to culture change.		
Key Issue 2	This paper covers the evidence for culture change, MSE aspirations and a route forwards based loosely on the NHSI compassionate leadership programme and tailored to MSE. It includes a high level action and communications plan as appendix.		
Key Issue 3	This paper is for Board sign off to the approach.		
Assessment of Implications			
Financial implications	Supporting this document is a PID which clearly outlines the objectives, governance, risk, responsibilities and costs and a detailed implementation plan with milestones which will require sign off by the CEO.		
Risk	The risk of not implementing a culture change programme for the merged organisation is failure to improve key performance targets and improvement in CQC ratings in the Well Led Domain.		
Equality and Diversity	Equality and diversity lies at the heart of this plan which with align with the Equality, Diversity and Inclusion work programme.		
Freedom of Information	No exemptions apply – this paper is in the public domain		
Other Implications Identified	None of note		
Recommendation	The Trust Boards of MEHT, SUHT and BTUH are invited to approve, prioritise and actively support this approach to cultural change, programme of work and the recommendations outlined page 7, points 8.1-8.10.		