

**Board of Directors Meeting  
24 August 2021**

**KITE Behaviours**

<b>Agenda Item Number:</b>		<b>9.0</b>
<b>Presented for:</b>	Discussion, Decision/Approval	
<b>Report of:</b>	Interim Chief Executive	
<b>Author (s):</b>	Deputy Director of Workforce & OD	
<b>Report History:</b>	None	
<b>Publication Under Freedom of Information Act:</b>	This paper can be made available under the Freedom of Information Act 2000 if requested.	
<b>Links to HIF's Objectives</b>		
<b>Deliver an efficient and effective service offering to Harrogate and District Foundation Trust</b>		√
<b>Create strong sustainable partnerships</b>		
<b>Develop sustainable organisational systems</b>		
<b>Develop and maintain a strong, efficient and agile workforce</b>		√
<b>Strengthen the local community through collaboration</b>		

**Recommendation:**

The Board is requested to review the information within this paper and approve the recommendation.

# HIF Board 24 August 2021 KITE Behaviours

## 1.0 Introduction – KITE Behaviours

- 1.1 HDFT and HIF colleagues participated in a significant consultation process in the autumn/winter of 2020 to establish what made a good day at work and what made a bad day at work. As a result of this consultation process new expected behaviours were developed of:
- Kindness
  - Integrity
  - Teamwork
  - Equality
- 1.2 The People & Culture Committee have proposed that HIF adopt the KITE behaviours, and the purpose of this report is to request that the HIF Board agree this recommendation.

## 2.0 Implications

- 2.1 HIF colleagues have become familiar with the PRIDE value, and it is proposed that this is kept as part of the logo.
- 2.2 In terms of working across HDFT and the full integration of processes such as appraisal, wellbeing conversations, conflict resolution and our colleague mobile application alignment with the KITE behaviours is integral to these processes and tools being applicable.
- 2.3 The KITE behaviours are supportive of the development of a kind, inclusive, and compassionate culture, which is linked to improved employee experience, improved performance and patient outcomes.

## 3.0 Recommendation

- 3.1 The Board is requested to approve the use of the KITE behaviours within HIF.

