Belfast Health and Social Care Trust caring supporting improving together	**Paper Ref. Num.** 2026.09.24_TBP_AgendaItem8.2_P250A-PeopleandCultureStrategy ***Note:- To be completed by HQ meeting organiser***

Belfast Health & Social Care Trust Meeting Template Sheet (v11.25)

Purpose of paper	For Approval	
If other purpose please specify	Please enter text here	
Meeting TB Confidential		
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Presenter	**Other**	Brendan McConaghy
Date of meeting	24/092026	

Title of paper (Maximum of 300 characters)

Background (Maximum of 1500 characters)

The development of the Belfast Trust People and Culture Strategy 2026-2031 was initiated in response to a range of internal and external drivers, including feedback from staff, the Trust Corporate Plan and recommendations arising from external reviews and inquiries. In particular, the publication of the McBride/Hill Report on Belfast Health and Social Care Trust in October 2025.
During 2025 and 2026, extensive engagement was undertaken to inform the development of the strategy. This included a programme of Chief Executive town hall sessions with staff across the Trust and consideration of findings from the Staff Experience Survey.
The themes arising through engagement form the basis of the strategy's five commitments.
The strategy was developed under the oversight of the People and Culture Committee as the Trust's Tier 1 governance committee for People and Culture. An initial draft was presented to the Committee in July 2026, followed by design, refinement and a period of consultation with key stakeholders during August and September 2026.
The final strategy, incorporating feedback received through consultation and engagement, is now presented to Trust Board for approval prior to launch, promotion and implementation.

Date considered at Exec Team (If Applicable)	17th July 2026

Options for consideration (Maximum of 1500 characters)

Please enter text here

Recommendations (Maximum of 1500 Characters)

Working together Excellence Openness & Honesty Compassion

Approval for onward publication and launch	
Proposed Onward Consideration	Choose an item.
If other	

Note:-

Any papers accompanying this template should not exceed 10 pages in length.

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