Belfast Health and Social Care Trust caring supporting improving together	**Paper Ref. Num.** 2026.09.24_TBP_AgendaItem12_P255-BoardDevelopmentPilot ***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 Public		
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Presenter	**Other**	Brendan McConaghy
Date of meeting	24/09/2026	

Title of paper (Maximum of 300 characters)

Trust Board Development Initiative: Leading with SUPPORT

Background (Maximum of 1500 characters)

Leading with SUPPORT - Proposed collaboration between QUB and BHSCT
The Trust is working to strengthen leadership and organisational culture, including learning from historical inquiries and reviews. Senior leaders play a critical role in shaping culture through the priorities, decisions and behaviours they model. This collaboration will support the professional development of Trust Board members, exploring how values-based leadership can help build a positive, open, learning and psychologically healthy culture.

The SUPPORT Framework
The SUPPORT Framework was developed through a £1.7 million UK Research and Innovation (UKRI)-funded programme examining the organisational values and practices that underpin mentally healthy workplaces. It identifies seven essential components:

Safety Understanding • People-centred • Protect & Promote Health • Openness • Recovery & Rest • Transparency & Trust

What is Leading with SUPPORT?
Leading with SUPPORT was systematically developed using Intervention Mapping, bringing together research evidence, stakeholder co-design, organisational consultation and testing with leaders who would use the programme. It is a 12-week blended programme comprising nine short interactive digital modules and three facilitated learning sessions. Through videos, realistic workplace scenarios, reflective activities, practical tools and action planning, leaders explore what each SUPPORT component means for their own leadership practice, their collective leadership and the culture they are seeking to create.

Collaboration: The existing programme will be adapted to ensure that it reflects the Trust's organisational context, cultural priorities and the particular responsibilities of Board-level leadership. The adapted programme will then be piloted with two Board members. Feedback will be gathered on its relevance, content, scenarios and delivery. There can then be further considerations ad to whether there should be roll out to all Trust Board members. This collaborative approach will ensure that the core SUPPORT components remain evidence-based and consistent, while how they are explored and applied is meaningful and context-sensitive for senior leadership within Belfast Trust.

Date considered at Exec Team (If Applicable)	N/a
Options for consideration (Maximum of 1500 characters) N/A	
Recommendations (Maximum of 1500 Characters) Approve participation in the pilot exercise.	
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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1. ***Orientation of paper is set so that the content of the paper can be read***
2. ***Embedded documents should be [provided a separate attachments***
3. ***Append any papers to this coversheet starting on the next page***

Insert/Copy/Paste any additional information from this point