

AGENDA SUPPLEMENT

Health and Wellbeing Board

To: Councillors Runciman (Chair), Craghill, Cuthbertson,
Looker

Dr Nigel Wells (Vice Chair) – Chair, NHS Vale of York
Clinical Commissioning Group

Dr Emma Broughton – Chair of the York Health and
Care Collaborative & a PCN Clinical Director

Sharon Sholtz – Director of Public Health, City of York
Council

Lisa Winward – Chief Constable, North Yorkshire Police

Alison Semmence – Chief Executive, York CVS

Sian Balsom – Manager, Healthwatch York

Shaun Jones – Deputy Locality Director, NHS England
and Improvement

Naomi Lonergan – Director of Operations, North
Yorkshire & York – Tees, Esk & Wear Valleys NHS
Foundation Trust

Simon Morritt – Chief Executive, York Teaching
Hospitals NHS Foundation Trust

Stephanie Porter – Director for Primary Care, NHS Vale
of York Clinical Commissioning Group

Mike Padgham – Chair, Independent Care Group

Date: Wednesday, 17 November 2021

Time: 4.30 pm

Venue: Remote meeting

The Agenda for the above meeting was published on **9 November 2021**. The attached additional documents are now available for the following agenda item:

**6. York Multiple Complex Needs Network: (Pages 1 - 14)
Cultural Values**

This report provides information on the Cultural Values Survey, undertaken by the York Multiple Complex Needs (MCN) Network in August 2020, supported by [Barrett Values Centre](#). This was done as a part of our desire to build relationships and consensus about 'what good support looks like', and to identify what enables 'system stakeholders' to act collectively in order to better support people.

This agenda supplement was published on **22 November 2021**

York mcn Cultural Values

November 2021



**York
mcn**





York Cultural Values

Our foundation
for the future.

A learning process to better understand the culture and health of the systems and services which respond to those experiencing multiple complex needs.

York MCN Cultural Values Survey 2020: Results

**Personal
Values**

Pre-covid

**Current
Culture**

**Desired
Culture**



York MCN Cultural Values Survey 2020: Results



Personal Values



Pre-covid



Current Culture



Desired Culture

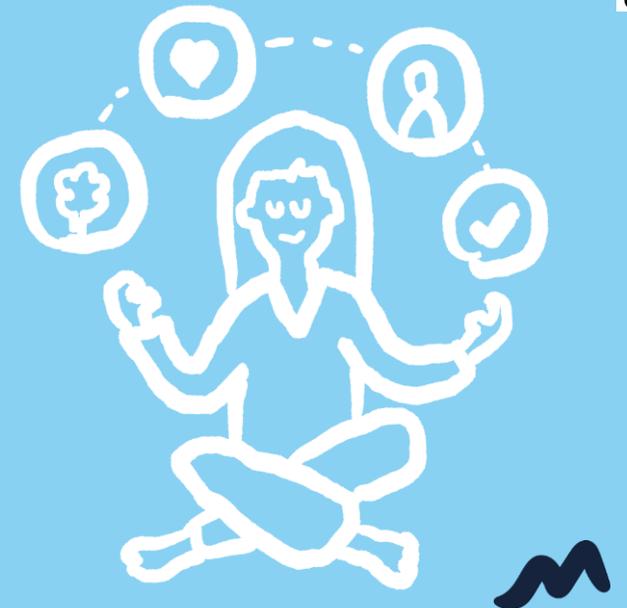


The positives

The common factor between the personal, current and desired culture is that there is energy for **change**.

Other common values:

- Community involvement
- Cross group collaboration
- Adaptability



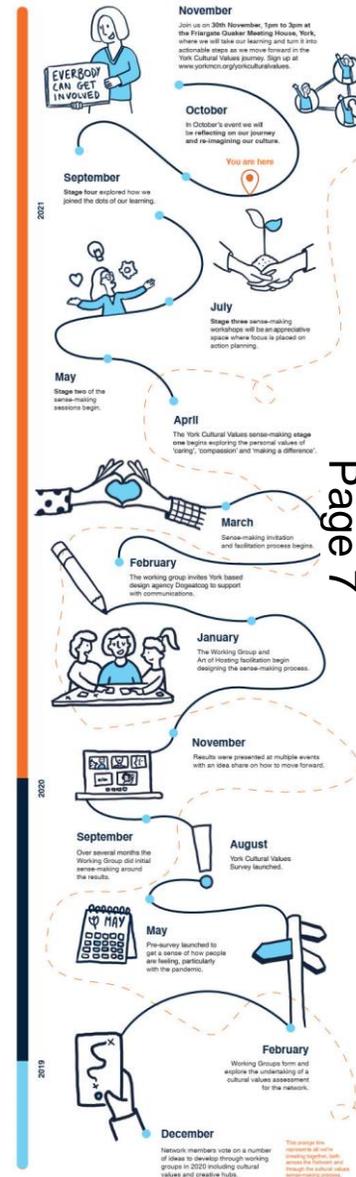
The sense-making journey

The journey so far:

- **Stage one** - we made sense of our **personal values**. We asked: *'How can we create the conditions which enable these to come about?'*
- **Stage two** - we explored the **current cultural values**. We looked at how they differ from the **desired values**. We asked: *'How can we begin to work to overcome some of the barriers and challenges we all face together?'*
- **Stage three** - we did **action planning** around meaningful projects. We asked: *'How can we design for the inclusion of the desired values from the start?'*
- **Stage four** - we joined-up the dots of our learning, taking us into a period of 'doing'. We explored **tangible actions and tools to support us all to incorporate the desired values** into our lives, workplaces, teams and across the system in York.

The journey so far...

Now in it's second year, the York Cultural Values have taken us on a vital journey. You can follow the journey below and catch up on areas you've missed. Our journey will continue to grow over time.



Cultural Values Event: Reflect on our journey, Reimagine our culture

Tuesday 30th November, 1pm to 4pm
Online

Sign-up: www.yorkmcn.org/yorkculturalvalues

“What we practice at the small scale sets the patterns for the whole system”

*Emergent Strategy: Shaping Change, Changing Worlds,
by Adrienne Maree Brown*



Benefits of undertaking a cultural values process

- Opportunities for participants to be part of a **values driven approach** to system-wide change, meet like-minded people with shared experiences, share learning and develop new relationships
- It has helped **uncover and explore** some of the often-invisible context and conditions that we know can influence how things are shaped, delivered and experienced in the future.
- It has supported us to **align and anchor** the system in a shared set of values, and explore how these can be embedded throughout all our work



What does this mean for you?



What does this mean for you?

- Get involved with the **‘test and learn’ phase** of our process – using tools and resources used and developed through the sense-making sessions to embed a values-based approach into existing or emerging initiatives. This might be exploring what it looks like to model the cultural values yourself, embed it in teams, or use a cultural values lens when reviewing or creating policies and processes.
- Engage with and **learn** from the results and sense-making process - the results provide a snap-shot picture across one agenda area, but there will be many similarities with different areas of the system.
- **Undertake a cultural values process yourself**, across a partnership, organisation, agenda area, or the wider health and care system.



A question to leave you with:

**How could you take this
forward?**

Pop your thoughts in chat, or get in touch!

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Twitter: [@yorkmcn](https://twitter.com/yorkmcn)



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