We recognise a need for change, but where should we begin?
We ask a question of our staff, we seek to solve within:

“What does restoration look for you, how would the healing feel?
We know we've done it wrong, what learning aids to heal?
A culture to change, jigsaws and safety tools are there, communicating
with managers, ‘civility saves lives', are we even aware!?”

Looking at the barriers that might block our way,
Our staff are at their limits - pressure every day.
They've worked through COVID and live unsure
Trust or hope seems rare.

Let's start afresh, explore the teams, find what makes us safe.
Find managers who lead with fear and cause the harm and chafe.
They also need our healing, they need to understand,
This way of working must be gone, banished from our land.
We have the data available, it shows bias and lack of awareness.
Never a wrong time to do the right thing – let’s right the task that was careless.

What will drive this movement? The real stories shared,
Let’s find the data in our trusts, the people left uncared,
The Patient Strategy, Board Engagement, the NHS People Plan,
Finding the source of energy, so many teams to span!
The data which shows the truth, financial benefits to share,
Let’s use the resources that we have and ensure that staff are there.

So how do we make this work, how can we find the GAP?
We have to share the work with all, coproducing our process map.
Let’s educate and train, change the language that we use,
We have to seek to move away from policies that hurt and abuse.

Fizzing with excitement, we head off back to learn,
We have to put our ego aside, our viewpoint we can turn.
We have tools to measure our path, and staff whose smiles will shine,
We will see the benefits glowing through, equality all the time!

Our ask of the Board? Live this way, make healing at your core,
Role model the way, give us time and come and see us more!
Listen to our stories, and hold our hands again,
Empower us to tell you of the damage and our pain.

Work to make this our number one, our absolute north,
That everyone within our place understands their worth.
This isn’t going to be easy, we recognise the climb,
But together, led by you - our Board, success will joyfully chime!

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