

## **New study to explore implementing Restorative Just Culture in NHS Trusts**

### **Participants Needed**

Northumbria University is exploring the experiences of NHS Trusts taking steps to move towards a Restorative Just Culture to develop and share an informative 'how to' guide. We would like to hear your views if you are you an NHS Trust who has attended the Northumbria University and Mersey Care NHS FT programme: *Principles and Practices of Restorative Just Culture* and have implemented, or attempted to implement, restorative just culture, for example:

- amending or refreshing your people policies or procedures
  - implementing or adapting the 4 Step process
  - creating fairer reporting systems
  - a difference in how staff communicate/talk to each other or support each other
  - revising trust values / behaviours to incorporate restorative approaches
  - a reduction in suspensions
  - a reduction in formal disciplinary investigations and / or grievances and / or bullying and harassment
  - changes in staff survey responses for example: feeling safe to speak up about bullying and harassment and patient safety concerns
- Or any other*

You will have the opportunity to contribute towards the *Restorative Just Culture* implementation guide and effectiveness framework in healthcare settings which will be published at the end of the study and be part of the wider learning in this area.

#### **What do we need?**

Approximately 45 minutes of your time to take part in an online interview/focus group.

If you are interested in participating or have any questions please contact [bl.rjc@northumbria.ac.uk](mailto:bl.rjc@northumbria.ac.uk), scan the QR code or click this [link](#) to learn more.

