



▶ **Strategic direction: setting the scene for our future plans**

- Our Strategy and Clinical & Social Care Strategy - key messages
- Our Quality objectives

July 2021

Information for everyone

▶ Developing our strategy



Our Strategic Direction 2021/22 - 2024/25

Our Vision

To improve the mental, physical and social wellbeing of the people in our communities.

Strategic aims

- ▶ Deliver outstanding care.
- ▶ Create a great place to work.
- ▶ Effective use of resources.
- ▶ Ensure our services are inclusive

Strategic priorities 2021-2023

Covid-19: Recovering effectively

- ▶ Increase staffing in those services most affected by increased Covid demand
- ▶ Reduce waiting times for assessment and treatment

CQC: Getting back to good

- ▶ Implement our Quality Improvement and Leadership programs
- ▶ Improve our standard of patient centered care.
- ▶ Implement rapid improvement in acute and recovery services
- ▶ Create safe & dignified facilities.
- ▶ Complete our Well-Led Action Plan

Transformation: Changing things that will make a difference

1. Primary care mental health service rollout to 15 PCNs by 2023
2. Reduce Community Mental Health Team waiting times
3. Implement and deliver a new electronic patient record in 2022/23
4. Implement the new care model for the forensic services collaborative in 2022.
5. Move out of Fulwood House in 2022
6. Design and procure the Acute Care Therapeutic facility by 2023
7. Implement our Clinical & Social Care Strategy

Partnerships: Working together to have a bigger impact

- ▶ **Sheffield Place:** co-produce services to improve equality of access for all communities
- ▶ **Provider Alliance:** lead the development of forensic and specialist services & support development of the Alliance model
- ▶ **South Yorkshire & Bassetlaw Integrated Care System:** play our part in delivering the Long Term Plan priorities
- ▶ **University:** improve outcome measures for service users

Respect

Compassion

Partnership

Fairness

Accountability

Ambition



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The Clinical and Social Care Strategy

We will give care that is

- ▶ Person-Centred
- ▶ Evidence-Based
- ▶ Trauma-Informed
- ▶ Strength-Based

We will work with

- ▶ Primary Care
- ▶ The City
- ▶ The Wider System

What are we going to do?

- ▶ Develop Care Models that promote recovery

How will we do it?

- ▶ Design Services to meet people's needs
- ▶ Develop Team SHSC



- ▶ **Quality Objective 1** - Over a three-year period demonstrate a measurable reduction in the use of seclusion and restraint
- ▶ **Quality Objective 2** - Over a three-year period demonstrate improvements in the number of people from BAME communities accessing community-based mental health services
- ▶ **Quality Objective 3** - Over a three-year period we will embed co-production with service users and carers in how we deliver and govern clinical services



Our People Strategy 2021/22 - 2024/25

Our Vision

To improve the mental, physical and social wellbeing of the people in our communities.

Strategic aims

- ▶ Deliver outstanding care.
- ▶ Create a great place to work.
- ▶ Effective use of resources.
- ▶ Ensure our services are inclusive



Health and Wellbeing

Prioritise to support staff to feel healthy, happy and well at work;

- Work safely and differently
- Refreshed HWB group
- Winter wellbeing campaign
- Appoint a wellbeing guardian
- Training
- Physical and mental health
- HWB discussion
- Environment



Leadership and Development

Collective, inclusive and compassionate leadership with equal opportunity for growth and development;

- Leadership development
- Talent management
- Management skills development
- Partnership working



Workforce Transformation

Deliver workforce transformation to meet service needs both now and in the future;

- New roles
- Workforce Plan
- Learning needs analysis / training plan
- Apprenticeships
- New ways of working
- Improved workforce data
- Develop clear career pathways

Recruitment and Retention

Recruit and retain the right staff with the right skills;

- Improved recruitment practice
- Great place to work / employer of choice
- Flexible working
- Reward and benefits
- Career opportunities

