

Super six!

Our strategic intentions 2025 to 2028



Operational excellence

Deliver outstanding services which are stronger and more effective, providing a consistent and reliable response wherever people access them.

Redesign to improve value

Increase value for our service users, patients, customers and taxpayers by aligning services with those of other providers, reducing waste and increasing capacity.

Highly engaged supported staff

Attract and retain the best people in a highly competitive labour market, through an inclusive culture which supports wellbeing and engagement.

Technology and data transforming care

Use data and technology to make our services more targeted, effective and personalised, giving people greater control of their health and extending the reach of our specialist teams.

Whole person

Use our unique blend of all age services to become more preventative with a focus on people's total health and wellbeing needs.

Realise the benefits of research and innovation

Establish a world class research and innovation environment which improves mental health and wellbeing and shortens the time it takes for effective innovations to reach those patients who would benefit the most.

2025 to 2026 is year 2 of our strategy.

We will deliver:

Operational and clinical excellence

- Strengthen our operational and governance structures to improve quality, manage risk and respond to the NHS 10 year health plan
- Supported by our clinical improvement plan, scale up our work on access, demand and capacity
- Further develop the secure care clinical model, particularly for women and people with learning disabilities and autism
- Reset our inpatient offer for acute mental illness and learning disabilities, providing faster access to beds
- Continued transformation of our urgent care offer and system response through community urgent care, admission avoidance and discharge
- Undertake a programme of service reviews.

Highly engaged and supported staff

- Reduce absences and offer proactive, preventative support for staff health and wellbeing
- Enhance staff experience by further embedding restorative just and learning culture, our values and behaviours
- Promote inclusion and make sure our workforce reflects the communities we serve
- Reduce vacancies and improve retention particularly in hotspot areas.

Whole person

- Improve the integration between our mental health, physical health and learning disability services
- Grow our Think Family approach and co-ordinate care effectively
- Develop a better understanding of what matters by triangulating service user and carer voice with voices of our communities
- Accelerate our focus on access, experience and outcomes for those with protected characteristics (Patient and Carer Race Equality Framework)
- Embed service user voice and engagement in the Lead Provider Collaborative's commissioning and quality activity.

Redesign to improve value

- Deliver our Financial Plan
- Deliver efficiencies through use of our estate and value for money in procurement
- Deliver our refreshed Green Plan, seeking greater ownership from staff and putting sustainability at the core of decision making
- Transform the Cheshire and Merseyside Women's Secure Pathway
- Use data to identify opportunities to move to more preventative models of care and better co-ordinate resources
- Take opportunities with partners to move to more preventative models of care and better co-ordinate resources.

Technology and data transforming care

- Digitally enable our workforce with user friendly systems and solutions
- Turn data into actionable insight and use the power of data to transform service delivery and improve patient outcomes
- Use technology to deliver high quality, personalised care with greater patient choice
- Our digital infrastructure will be safe, secure, reliable and efficient.

Realise the benefits of research

- Achieve a stable income of £3 million by 2028 to support sustainable funding of research and innovation
- Engage diverse professional groups in research to build research capacity and capability
- Shorten the time it takes for innovation to benefit patients by providing access to new therapies, interventions and treatments to patients taking part in studies.

Our Financial Plan

The plan supports the delivery of our strategy and responds to NHS reforms and the 10 year health plan.

