



Our Five-Year Strategy

Our Purpose

Working with our communities to improve mental health

Our Vision

Better Mental Health. **Better Lives.** **Better Communities**

What is the impact?

People are treated in the right place and at the right time for their needs, and are involved in decisions relating to their care



Aim 1:

We will provide consistently high quality care, closer to home



Aim 2:

With our partners in North London and each Borough we will ensure equity of outcome for all

What is the impact?

The gap in outcomes between people from different backgrounds will be reduced

Our Strategic Aims



Aim 3:

We will offer great places to work, providing staff with a supportive environment to deliver outstanding care



Aim 4:

We will be more effective as an organisation by pioneering research, Quality Improvement and technology

What is the impact?

The care we offer will use the latest best practice to improve outcomes for all

What is the impact?

Staff like the culture at work, they feel they have a consistent team around them, and they have opportunities to develop their career

Our Strategic Objectives for 2023/24

We will provide high quality inpatient care in facilities in North London to any service user who needs it

We will be responsive, co-producing care with all our service users and carers, and ensuring all service users have ease of access to the care and support they need

We will lead the improvement of children and young people's mental health care with partners across North London

We will have buildings and estate that provide the most therapeutic environments for care and treatment of service users and for staff to work in

We will create a culture where staff are able to bring their authentic self to work and feel truly supported with learning and career development opportunities

As a local anchor institution, we will work with partners, such as educational providers, and our communities to facilitate routes into jobs with us for local people

We will make demonstrable progress towards having leadership and management teams that represent the communities we serve



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Our Strategic Aims

We will extend our work with local communities and voluntary groups to address health inequalities and improve population health

We will improve outcomes for everyone who uses our services, reducing unwarranted variation and ensuring consistency in the delivery of care

We will reduce disparities in care delivery, such as the over-representation of some ethnicities in the use of the Mental Health Act and other restrictive practices

We will create a learning culture, empowering our teams to undertake research and QI projects and convert these into the delivery of best practice, developing innovative services, and enabling local patients' access to the latest treatment options

We will transform the delivery, efficiency and effectiveness of our organisation through the use of data, technology and implementation of best practice