

Our Plan and priorities for 2024-25

This briefing provides a progress update on the delivery of our priorities for this year.

The proposed priorities were reviewed and discussed with Governors in February and April and agreed by the Board in April 2024.

Council of Governors - October 2024

Our priorities 2024-25

Strategic priorities

- Deliver therapeutic environments
- Transform our community mental health and learning disability services
- Improve access to crisis care
- Improve access so people wait less and wait well
- Deliver our quality and safety objectives

- Implement RIO safely and begin to bring benefits to the way we work
- Deliver our financial plan and efficiency programme by ensuring we deliver best value with every pound we spend

- Deliver our patient and carer race equality framework
- Work in partnership to address health inequalities
- Deliver our equality objectives

- Live our values, improving experience and wellbeing
- Improve staff engagement and involvement

Strategic aims

Deliver outstanding care



Effective use of resources



Ensure our services are inclusive



Create a great place to work



Our approach to delivering our priorities

- We will ensure the care we deliver is trauma-informed, strengths-based, person-centred, and evidence-led
- We will deliver change through coproduction and quality improvement approaches
- We will focus on equality, inclusion and addressing health inequalities in all we do
- We will deliver our Green Plan commitments

Deliver outstanding care

Deliver therapeutic environments

- Maple Ward moved to Dovedale 2 in June. We have now delivered all the required CQC improvements on our adult acute wards.

Transform our community mental health and learning disability services

- Moved to 8 new community mental health teams linked to GP practices across Sheffield.
- New ambitious national pilot project in the Heeley area of Sheffield, offering 24/7 support with £5million funding over 2 years.
- Completed a staff consultation on the new model for learning disability services offering timely support closer to people's homes.
- Started work with our staff, service users, carers and partners to shape our future older adult community services.



Improve access to crisis care

- Launch of new Mental Health 111 Crisis Line in April
- We are improving patient flow to ensure people are admitted when it's needed and discharged when ready
- We are making progress against a challenging plan to reduce the use of out of area beds by November through a joint plan across acute, community and crisis services

There is a separate report to Governors in October on the progress with the Community Learning Disability changes

A report on the National pilot project in Heeley will be provided at the next Governors meeting

Deliver outstanding care

Improve access so people wait less

- Through our waiting less programme all teams have made progress, and some have delivered significant improvements.

Deliver our quality and safety objectives

- We have set up our projects to develop and deliver the three – year plans to improve experiences and outcomes for
 - Sexual safety - for service users, particularly in inpatient areas
 - Neurodiversity - ensuring are identified and care is person centred
 - Dementia – developing our approach to person centred dementia care
 - Patient level reporting – developing tools to better understand peoples' experiences
- We have been ensuring experts by experience and service user voices are underpinning the work.
- Developing our data for each project, for example have issued a dashboard with information about sexual safety.
- Launched the 'Safe to Share' app pilot to make it easier for patients to provide live feedback to staff in their service.

Learning, celebrating and sharing

- We were shortlisted for three awards at this year's HSJ Patient Safety Awards. We were unsuccessful but, it was an honour to be recognised for the work we do.



Create a great place to work

Shaping our culture: values, behaviours and communications

- Over 30 sessions have been held with over 500 staff, governors and members participating in our 'Summer of Values into Behaviours' conversations to improve how we live our values every day.
- Extending the range of development support in place for leaders across SHSC - Developing as Leaders, SHSC Manager programme, new line manager supervision training and a Community of Practice shaping the focus going forward.

Wellbeing

- To improve our wellbeing resources for staff we have consulted over 120 staff and are piloting different solutions to expand the support available to staff.
- We have signed the sexual safety charter and improved staff safety incident reporting.
- Our work is supported and shaped by 47 wellbeing champions representing staff from across SHSC.



Ensure our services are inclusive

Deliver our patient and carer race equality framework

- Completed a 'stocktake review' with our key partners to ensure feedback and learning continues to shape our plan.
- Agreed and funded 3 Community Development Workers to work within the Yemen and Arab, Page Hall and Roma, Somali and Sharrow community hubs.

Work in partnership to address health inequalities

- The Board has completed a health inequalities self-assessment to inform our health inequalities action plan.
- Shaped the Health & Wellbeing Board's 'Fair & Healthy Sheffield Plan', ensuring our service users' needs are met in the Plan.
- Launched a Population Health Forum to support engagement.

Deliver our equality objectives

- Applying for Bronze accreditation (NW BME antiracism framework)
- Development modules included within Managers Development Programme (eg focussing on Microaggressions)
- Working with National LGBT Health Team to look at how mental health trusts can be graded in the Rainbow Badge scheme.
- We need to improve our recording of protected characteristics. We have launched videos to help staff. [Watch the videos here.](#)



The next slide provides an overview of partnerships we are engaged with and is attached for reference

Working together for our service users



Sheffield Health
and Social Care
NHS Foundation Trust

We have strengthened our role in working as part of the Sheffield Health and Care Partnership, South Yorkshire Mental Health, Learning Disabilities and Autism provider collaborative, South Yorkshire Integrated Care System.



Sheffield Health and Care Partnership

- Helping people to get the right care at the right time in the right place
- Single estates plan
- Welfare advice in mental health care

South Yorkshire Mental Health, Learning Disabilities and Autism provider collaborative

- Improving support for eating disorders
- Improving access to Health Based Place of Safety
- Improving support for people with learning disabilities

Integrated care system

- Working together to make use of collective resources
- Reciprocal mentoring programme
- Pathways to employment project



The University
Of Sheffield.



Effective use of resources

Implement Rio – our new Electronic Patient Record

- Will deliver significant and real improvements in our approach to providing care, making it **safer**, **simpler** and **standardised**.
- On course for launch in our older adult services in November, and full roll out to rest of SHSC by March 2025.
- Development and improvement work supported by over 80 'Rio Champions' who are staff within each of our teams.

Deliver our financial plan and efficiency programme

- We are planning to overspend by £6.5m at the end of the year and to achieve this we need to deliver £7.3m (4.9%) of savings.
- At the end of month five (August) our spend is in line with our plan, £3.4m overspent.
- Challenging position for SHSC and we need to keep driving value so our overspend does not grow further.
- Challenges across the South Yorkshire Integrated Care System (ICS) with the NHS as a whole off plan and needing to find £50m in extra savings.



Separate briefing on the October agenda providing more detail to Governors about the Rio developments

Risks

Our top risks include:

1. Demand for urgent emergency and crisis services including liaison services, challenges in bed use and addressing out of area acute inpatient use
2. Our financial position and introducing our new EPR
3. Demand for specialist services, such as gender services, ADHD and Memory Services which is impacting on access and longer waiting times. Recovery plans are in place, however challenges remain.
4. Increased need for mental health support in our communities. Risk of people not getting timely support may result in harm.

