



Hertfordshire Partnership University NHS Foundation Trust



5 Year Plan



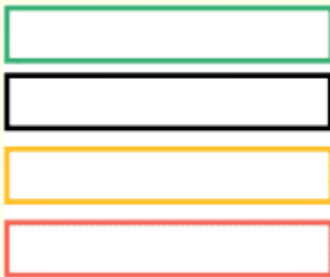
About this document



This document uses easy words and pictures.



You might want to read through it with someone else to help you to understand it more.



We have broken it up into coloured sections to make it easier.



This is a summary of our Strategy 2023-28. If you would like to read the full document, visit our website:

<https://www.hpft.nhs.uk/>

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Introducing our Great Together Plan



What is the plan?

Our Great Together plan is all about making services better for people with mental health challenges and learning disabilities over the next five years.

What we did:

We talked to the people who use our services, their families and friends, our staff, our partners, and people who live in our local area. We asked them how we can make healthcare better, and they told us what we should do.



What we are going to do:

- Give the best care possible
- Look after our staff
- Better access to healthcare for everyone
- Work together with people and organisations
- Listen to new ideas and new ways of working



Introducing our Great Together Plan



In our Plan, we make sure that the people who use our services and the people who take care of them are at the very centre.

They are super important to us, and we always think about what will make them happy and help them.

We want to do everything in the best way possible for them because they mean a lot to us.



What the words mean:

- Recovery means to means getting better and feeling good again
- Voice means to let people talk and we must listen to them
- Co-production means working with service users and carers to make services better.
- Quality means doing things really well and making sure they are the best they can be.
- People means the people that works for us
- Equity means being fair and making sure everyone has what they need to be their best selves.
- Collaboration means working together with people and organisations
- Innovation means making healthcare better with new ideas

Great care



We will give service users and carers:

- Great care
- Help that is safe

We will do this by:



Understanding people's needs:

- Understand what people need
- Build good relationships with people
- Make people feel safe
- Listen to peoples cultural needs



No anger or violence:

- Help service users, carers and staff feel safe from harm

Improving:

- Access to healthcare
- Giving people choices
- Give the best care



Community links:

- Connect people with their communities so they can be part of their neighbourhood and town where they live
- Help people to live independent and the best life

Great care



How we care for people:

- Look at the best ways to care for people
- Talk to people about how we help them



Buildings:

- Make them welcoming, safe and meet the needs of different people



Over the next 5 years:

- We will support people to do the things they want to do



- Our care will be the best, so they feel well



- Buildings will be accessible, safe and meet the needs of different people

People



We will support healthcare staff:

- Have more healthcare staff
- Train staff to give the best care
- To be caring and think about the needs of all people

We will do this by:

Include people:

- Everyone feels valued and respected
- Everyone feels supported
- Make good relationships with people



Everyone is safe and included:

- Everyone feels safe
- Everyone has the same opportunities
- People from different backgrounds can get jobs
- Help people who have used our services find jobs where they can help other people too



Learning organisation:

- Help healthcare staff to learn new things every day and grow together.
- Help healthcare staff to improve care for service users and carers



People



Job goals:

- Create new roles to help with service users and carer needs
- Opportunities to learn new skills



Staff wellbeing:

- Be there for our staff
- Help staff manage work with their personal lives



In 5 years time:

- A great employer



- All staff feel valued and respected

- Staff will include people with experience of mental ill health



- Staff will include people from different ethnic backgrounds, people from LGBTQ+ communities and people with lived experience of mental illness, autism and learning disability

Communities



We will help everyone:

- Have access to great care
- Have the same opportunities

We will do this by:

Communities :

- Build good relationships with people involved in your care
- Make sure everyone is heard
- Make access to healthcare better



Update policies and processes:

- Have up to date information
- Make sure everyone can understand the information



Jobs in healthcare :

- Offer everyone opportunities to get job training so they can learn and get jobs
- Make sure everyone is treated fairly when they are working for HPFT



Early help:

- Give people good health information about mental health, housing, education, being on your own, jobs and looking after yourself



Communities



Autism:

- Assess people
- Give advice
- Buildings that are autism friendly



Physical healthcare:

- Give advice
- Encourage active and healthy lifestyles
- Reduce weight and smoking
- Encourage screening, vaccinations and early physical health advice



In 5 years time:

- Good relationships in communities



- Good physical health

- Better access to healthcare for all people



- Opportunities to support people to do the things that are important to them

Work with people



We will work with people:

- Communities
 - Organisations
- to give great care



We will do this by:

Health partnerships:

- Work with health and wellbeing organisations

Mental health, learning disabilities and autism:

- Work with services and people who use them, to agree what is important to help and support you



Voluntary, Community, Faith and Social Enterprise:

- We will work with helpful people who want to give advice and support other people.



Schools, councils, services:

- Work with schools, council and other people to give emotional wellbeing and mental health care



Public health and drug/alcohol:

- Work with organisations to help with drug /alcohol abuse

Work with people



Learning disabilities:

- Help people with learning disabilities live in the community

Speaking up for:

- People with mental illness, learning disabilities and autism- through services, policies and making decisions



Long term conditions:

- Work with organisations to help with mental health, learning disabilities and autism
- Work with organisations to have access to physical health services



In 5 years time:

- Good healthcare
- Increase the amount of money we have to make service better for people with mental ill health, learning disabilities and autism
- Work together to make sure people with learning disabilities, autism and mental ill health live longer and healthier lives



Making healthcare better



We will help:

- Encourage new ideas
- Help with learning, research and training
- Make healthcare better



We will do this by:

Learning:

- Help everyone to access learning
- Help us think about new ideas to make our service better



Best care:

- Look at best ways of working
- Look to improve ways of working



Research and ways of working:

- Share ideas
- Share better ways of working
- Share good ideas about getting the best care



Training:

- Provide training
- Support people to learn new skills
- Work together with universities, colleges and schools

Making healthcare better



Technology:

- We want to make it easier for everyone to use technology.
- We want to try new gadgets and tools to make work and taking care of people even better.



Green plan:

- Follow green plan to help the environment



In 5 years time:

- Give the best healthcare ideas for mental health, learning disabilities and autism



- Give best care using treatments and new technology



- All staff will be given opportunities to share ideas and make healthcare better

These words mean

Green Plan

A list of things to help the Earth — use solar power, plant trees, save water, recycle, care for animals.

Communities

Where you live and the people that are around you.

Partnerships

Working together, with people and organisations.

For more information



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