

Trust Public Board March 25th 2025

Our new Group Strategy - Together we thrive

Purpose of the Report

- Together we thrive is our new Group strategy which will span 2025-2030.
- This strategy document has evolved over the last 12 months having listened to over 3,000 voices.
- It has been shaped and framed around what people thought was important to them and what they wanted our strategy to prioritise.
- This strategy has been developed with staff, service users (young people and adults) & stakeholders. The strategy has been written to meet the legislative and strategic landscape we are operating within and foresee over the next five years.

Analysis of the issue

- Following extensive engagement over the last 12 months where we have heard from our workforce, patients and service users, carers and families in addition to our wider stakeholders we are pleased to present with this paper a final draft strategy document for Board approval.
- Our Group strategy is titled '**Together we thrive**'.
- Our Mission is: **Making a difference together.**
- Our vision is: **Together we thrive, building compassionate and wellbeing for all.**
- Our strategic priorities are:
 - Technology
 - Healthy Communities
 - Responsive
 - Involving everyone
 - Valuing everyone
 - Efficient and effective
- Once approved 'Together we thrive' will be launched on the 1 April 2025, replacing our individual Trust strategies that come to their natural end in March 2025.

Proposal

Following Board approval of 'Together we thrive' we will enter a period of strategy mobilisation. This will include:

1. Launch of strategy: 1 April 2025
2. A detailed and extensive communication plan (cross referencing Organisational Development outcomes) has been developed for 2025/26 to support full mobilisation of the strategy across both Trusts; this will include a suite of leadership conferences

focused on the strategy and materials to help Teams become very familiar with the strategy.

3. Reporting success and delivery against the strategy will be biannual, reporting in October and April to Board for the duration of the strategy. We will work with colleagues to agree what this looks like.
4. Functions across both Trusts will commence a period of due diligence ensuring the new strategy is referenced within key documents, plans and policies, replacing old strategy references accordingly.
5. Completion of EQIA if indicated.
6. Annual plans and operational plans will be fully aligned to the new strategy

For approval

Board members are asked to approve this, the final version of our new Group strategy, *Together we Thrive*. A strategy spanning 2025-2030.

Governance table

For Board and Board Committees:	Trust Public Board	
Paper sponsored by:	David Williams	
Paper authored by:	Alison Gilmour	
Date submitted:	17 March 2025	
State which Board Committee or other forum within the Trust's governance structure, if any, have previously considered the report/this issue and the date of the relevant meeting(s):	Board Development sessions, Strategic Executive Board	
If considered elsewhere, state the level of assurance gained by the Board Committee or other forum i.e. assured/ partially assured / not assured:	Assured	
State whether this is a 'one off' report or, if not, when an update report will be provided for the purposes of corporate Agenda planning	One off	
STEP up to GREAT strategic alignment*:	High Standards	Yes
	Transformation	Yes
	Environments	Yes
	Patient Involvement	Yes
	Well Governed	Yes
	Reaching Out	Yes
	Equality, Leadership, Culture	Yes
	Access to Services	Yes
	Trust Wide Quality Improvement	Yes
	Organisational Risk Register considerations:	List risk number and title of risk
Is the decision required consistent with LPT's risk appetite:	Yes	
False and misleading information (FOMI) considerations:	Nothing identified	
Positive confirmation that the content does not risk the safety of patients or the public	Confirmed	
Equality considerations:	This strategy seeks to improve equity and reduce inequity	