



**Lancashire &  
South Cumbria**  
NHS Foundation Trust

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NHS Foundation Trust**

**Plan**

**2021-2026**

**Easy Read Version**



## Introduction

This plan sets out what we want to do for the next 5 years.



We have been listening to service users, carers, staff and partners.



We will join up health and care services where we can.



We will learn the health needs of our service users.



We will make sure we provide services as close to home as we can.

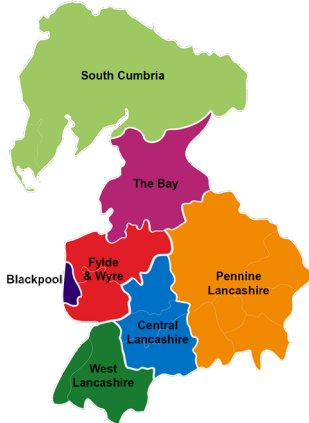


## Why now?

This section looks at what else is happening and how our plan fits in.



We provide community and mental health services.



We are the main provider of mental health services across Lancashire and South Cumbria.



We know our service users well and have written this plan to meet their needs.



We got £15 million in 2019/20 to employ more staff and develop mental health crisis support.



But we need more money for new services, like mental health support for children and young people.



Our services have got better in the last year despite Covid.

We must carry on improving by changing how we do things.



Things like funding cuts, Brexit and difficulty finding staff may make this harder.



We want to build on the good work we have been doing:

- Running good services.



- Meeting people's needs.



- Becoming an expert at what we do.



- Employing the best staff.



- Planning services that we can afford to run long term.



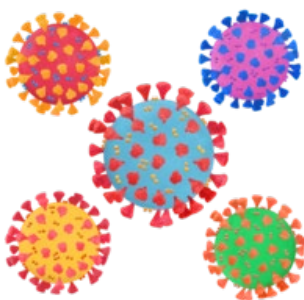
- Finding ways to use new technology.

## Equality

People at risk of not getting equal access to healthcare are:



- people with mental health conditions
- people with learning disabilities
- people with long term physical conditions
- women and children experiencing violence and abuse
- people from ethnic minority communities.



Covid could make this even worse unless we act.



In parts of Lancashire and South Cumbria there are things like fuel poverty and lots of crime which can lead to poor health.



Parts of the region have higher number of people with mental health issues, suicide, self-harm, drug and alcohol abuse.



People with mental health issues often face barriers to accessing healthcare for their physical needs.



This plan aims to reduce these barriers.



The region has cities and areas of countryside.

Some areas are wealthy and some are poor. These are things that can affect people's health.



In some areas, people are not living as long as they were.



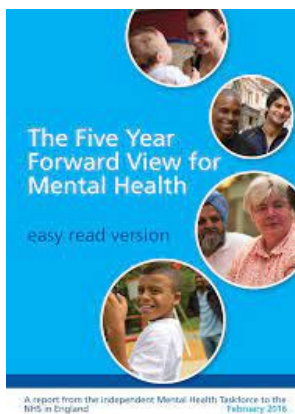
## National Picture

The NHS Long Term Plan says how health and social care services need to improve.

Our plan will help to deliver these priorities from the NHS Long Term Plan:

- Improve emergency services, out of hospital care and online access across the NHS
- Improve access to mental health services for children and adults
- Help people with a learning disability, autism or both lead longer, healthier lives
- Person-centred health and social care that people control and join up with local authority services

Our plan will also help to deliver the priorities from:



The Five Year Forward View for Mental Health which says how mental health services should be run.



Transforming Care which says how more people will live in the community instead of secure hospitals.



Future In Mind which says how mental health services for children and young people need to improve



The White Paper in 2021 moves away from competition and towards health and social care working together better.

## Local Picture



**Healthier Lancashire and South Cumbria** is the local Integrated Care System.

It is made up of a number of Integrated Care Partnerships.

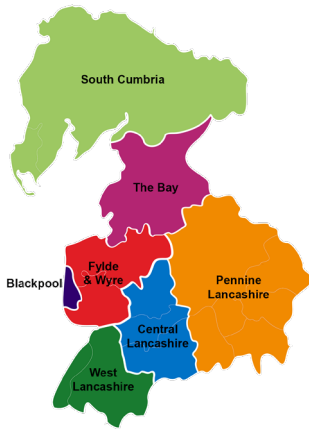
These are organisations that work together rather than compete.

This is a partnership between the NHS and local authorities to make sure health and care needs are met.



It is important that we are part of and work with this new system.





## About Us

We are the only mental health, learning disability and autism provider across Lancashire and South Cumbria.



We provide:

- in-patient children and young people's mental health services



- mental health services for pregnant woman and new mums



- low and medium secure care.



We also provide physical health and wellbeing services in the community.

But in some areas we only deliver some of these services.



## How we will delivery this plan

Our vision is to support people by being the best at what we do.



Our values are:

- We are kind



- We respect people



- We are always learning



- We are a team



Our priorities for quality are:



- Safe care



- Person centred



- Prevention



- Accessible care



For our plan to work we need to meet these goals:



**Goal 1:**  
Everything we do is person-centred



This will make sure that the care and recovery we provide really works



We will work with service users and carers to provide the care that they want.

We will get their feedback and use it to make changes.



We will work in partnership with them to create plans and change our culture.



## Goal 2: Be a good place to work



We will employ and keep the best staff.

We will be an inclusive and supportive place to work.



We will give staff the skills, knowledge and resources they need.



We will support diversity.



We will let staff know it is OK to speak up when something is wrong.



### **Goal 3: Keep people safe**

We will provide safe care.



We will carry on learning and improving.



We will do more research, adding to the evidence of what works.



### **Goal 4: Equal access to healthcare**



We want services that service users, staff and the CQC say is excellent.



We will spend money to make sure everyone gets the same high-quality service.



We will join up physical health, mental health, learning disability, autism and social care services.

Service users will get a joined-up service no matter who the provider is.

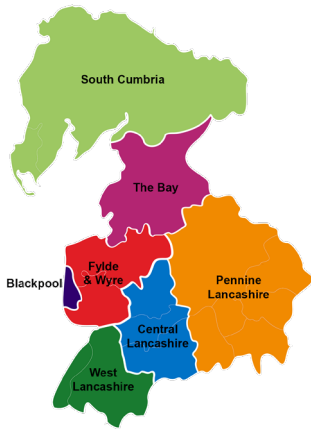


### **Goal 5: Work with other organisations**

We partner with providers, local authorities and voluntary organisations to deliver the best services.



We will lead on buying and providing mental health, learning disability and autism services.



## Goal 6: Design services we can carry on providing



We will develop new ways of providing care.



### Other Plans

We have made other plans to make sure all of this happens.



This is because we need to change our culture and how we do things.

There are 2 plans that are very important to making this change:



Our **Clinical Services Plan** says how we will join up physical health, mental health and social care services.





Our **Quality Plan** will keep our quality priorities up to date and make sure our services deliver them.



**There are other plans to:**

- Develop staff



- Make sure people get equal access to services
- Involve service users and carers
- Let the public know what we are doing
- Do research to find the best ways to do things



- Make sure we spend money wisely.
- Develop our buildings



## Getting Things Done

Every year we will make work plans to make sure these things get done.



Our board will check everything on the plans is being done.



Service users and carers will take part in these checks too.

It is important that everyone understands this plan and what we need to do.



There are some risks to the plan not working:



Not involving service users and carers.



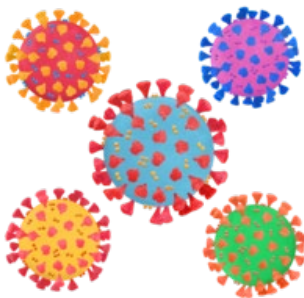
Not being able to employ the right staff.



Not learning as an organisation.



Lack of person-centred working.



Services not getting back to normal after Covid.



Not working properly with our partners.



Not having enough money.



Not making the best use of technology



We have thought about ways to stop these things from happening.



### **Equality Impact Assessment**

We have done an Equality Impact Assessment.



We have listened to the diverse people in our networks.



This will help us become a great and safe place to work and learn.