

Trust Board – 25th January 2022

STEP up to GREAT Trust Strategy

Purpose of the report

- The Trust's refreshed strategy known as 'STEP up to GREAT' has been produced to ensure the organisation has a fit for purpose strategic plan for how it will get from its current position to great, taking into account the learning from the past 2 – 3 years as well as the changing national and local system context.
- The final strategy content has been supported by Trust Board but a fully designed version is being brought today for visibility.
- The report also outlines the proposed delivery plan approach and next steps.

Analysis of the issue

Strategy

- The Trust strategy was supported by Board and launched in November 2021 and the final designed and launched version of the Strategy is attached. A process of communication and engagement has since been undertaken with support of communication team colleagues including e-shots, short video clips, Big Conversations and attendance at various cross-organisational meetings.

Next Steps - Delivery Plan

- Annual strategic delivery planning is an organisational management activity that is used to set priorities, focus energy and resources, strengthen operations and ensure that employees and other stakeholders are working toward common goals. The exercise has also established intended outcomes/results/impact, and how this will be measured.
- The delivery plan also supports the Trust in delivering the strategic priority of being well-governed and acts as a barometer for how well the Trust is delivering against its strategic goals. NHS Trusts are also required to submit annual operational plans and the strategy lead for the Trust has been working closely with the planning lead to ensure alignment.
- A first iteration of the delivery plan has been co-produced with each Executive brick lead and aligned to the Trust Strategy which identifies how values, goals, enablers and cross-cutting issues will be taken forward.
- The delivery plan has also been developed with support of the Trust PMO and the governance team to ensure systems and processes are in place to monitor the plan and report accordingly. It covers the remainder of 2021/22 and as far into 2022/23 as feasible subject to clarity of planning guidance received 24th December 2021. It was agreed that the delivery plan would be reviewed again in April 2022 in line with the completion of the National Operational Planning timeline.

Proposal

- Trust Board are asked to support the next steps as outlined above with the approach of the strategic delivery plan as a tool for the organisation in monitoring delivery of the Trust strategy.

Decision required

- The Trust Board are recommended to support the strategic delivery planning approach.

Governance table

<p>For Board and Board Committees:</p> <p>Paper sponsored by:</p> <p>Paper authored by:</p> <p>Date submitted:</p> <p>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):</p> <p>If considered elsewhere, state the level of assurance gained by the Board Committee or other forum i.e. assured/ partially assured / not assured:</p> <p>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</p> <p>STEP up to GREAT strategic alignment*:</p>	Trust Board 25.1.22	
	David Williams - Director of Strategy & Partnerships	
	Samantha Wood – Head of Strategy	
	19 th January 2022	
	Trust Board reviewed final strategy content and supported in October 2021.	
	Final content has also been supported by Strategic Executive Board in October 2021.	
	An update on the delivery of the Trust Strategy will be brought to Trust Board in April 2022 and then regular updates each quarter following.	
	High Standards	✓
	Transformation	✓
	Environments	✓
Patient Involvement	✓	
Well Governed	✓	
Reaching Out	✓	
Equality, Leadership, Culture	✓	
Access to Services	✓	
Trustwide Quality Improvement	✓	
<p>Organisational Risk Register considerations:</p> <p>Is the decision required consistent with LPT’s risk appetite:</p> <p>False and misleading information (FOMI) considerations:</p> <p>Positive confirmation that the content does not risk the safety of patients or the public</p> <p>Equality considerations:</p>	List risk number and title of risk	
	Yes	
	No	
Yes		
Addresses equality and health inequality.		