

Our Integrated Business Plan sets out our ambitions and how we will achieve them together

Our needs statement

Quality healthcare interventions for people in vulnerable circumstances



Our strategic ambitions

**Employer of Choice**

**Excellence in Care**

**Growth and New Solutions**

What this means

Staff **stay and join**.  
Improved **culture**.  
Meet or exceed **NHS benchmarks**.  
**We are recognised externally**.

**Better quality care**.  
More positive **patient experience**.  
Better **CQC ratings**.  
Increased **value for money**.

**Retain and gain contracts**.  
Develop models for **addressing health inequalities**.  
Develop **new service offers**.

How we'll achieve it

**Promoting** Spectrum as an employer.  
**Health & wellbeing** opportunities for staff.  
**Career pathways**, learning & development.

Improving and standardising **processes**.  
**Coproducing** services with patients and staff.  
**Efficient and safe care** services.

Respond to **tender opportunities**.  
Build our **partnerships**.  
**Pilot new solutions** in one location, then expand to others.

Supporting Enablers

**Leadership Capabilities**

Leadership development empowers managers, supports service delivery.

**Data Driven Decisions**

Building a culture that uses data effectively for all decision making.

**Collaborative Delivery**

Transformation programme delivers services in a more collaborative way.

**All staff**

**Everyone** has a role to play in achieving our strategic ambitions, in the ways in which we **all demonstrate our values and deliver our services**.