

Spectrum is a social enterprise with a clear purpose: to improve lives through high-quality NHS clinical services, including sexual health, substance misuse, primary care, and healthcare in secure settings. Our team is made up of dedicated professionals, many with lived experience, who bring compassion and generous leadership to their work. That's what makes us innovative, agile and great at working collaboratively to make a lasting impact.

Spectrum's Business Strategy 25 - 28 sets out our ambitions. Supporting us to deliver on our vision – **Quality healthcare that makes a difference to people's lives, regardless of circumstances.**



Enabled by: People, Experience and Culture

People, Experience and Culture is the foundation that makes everything else possible. Our people are the driving force behind delivering high-quality care, and by supporting, developing and valuing them, we create the conditions for success in every part of our plan - because brilliant care starts with brilliant people.



What this means:

- Attracting and keeping great people
- Supporting wellbeing and inclusion
- Growing our people through development and encouraging modern ways of working
- Living our values through culture and compassionate leadership

How we will achieve it:

- Offer exciting roles, real recognition, and great career paths
- Prioritise wellbeing, psychological safety, and peer support
- Enable learning, flexibility and continuous improvement
- Build inclusive, values-led teams where everyone belongs and thrives