

ELFT at a glance



From **100** community and inpatient sites with more than **800** beds across Bedfordshire, Luton and six London boroughs

With an annual budget of

£353 million

While our

- Head of Patient and Carer Experience
- User Involvement Manager
- Volunteer Coordinator
- Health Development Coordinator
- And 10 People Participation Leads are central to developing our services so that they are patient-centred

Our **45** governors and **9,300** Trust members

help to prioritise our objectives every year.

We are proud of our diverse workforce and inclusive leadership.

50%

Around 50% of our workforce are from a BAME background, and we believe we have the most diverse Board in the NHS, including the only BAME chair in London.



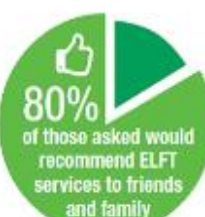
Development programmes for bands 3 and 5 nurses and an apprentice programme for band 6 nurses have so far involved more than 80 staff.



Staff are being given the chance to develop their leadership and management skills with more than 50 already participating in Institute for Leadership and Management (ILM) accredited programmes.



More than 25 senior staff have so far enrolled in a Clinical Leadership Development Programme.



We believe in investing in our staff through good engagement and employment practices

We care
Everyone is entitled to the highest quality care.

We respect
Everyone should be treated with kindness and respect.

We are inclusive
Everyone should have access to our services when they need them and we actively seek suggestions on how we can improve.

Our vision and mission
ELFT's vision is: **to make a positive difference to people's lives.**

And we aim to achieve this by achieving our mission of: **Providing the highest quality mental health and community care in England.**

Achieving our vision means living our values and working together with our patients, carers and partners.



Objectives

1 Improving Service User Satisfaction:

through our People Participation Strategy, Quality Improvement Strategy, and overall Clinical Strategy.

In 2016/17 our deliverables are to:

- further develop and embed the Quality Improvement programme, and
- prepare for inspection by the Care Quality Commission.

2 Improving Staff Satisfaction:

through our Quality Improvement Strategy, the Clinical Workforce Strategy and the underpinning Workforce and Organisational Development strategies.

In 2016/17 we are committed to:

- further improving staff engagement scores across the Trust, and
- developing a leadership strategy for collective and inclusive leadership.

3 Maintaining Financial Viability:

through our Financial and Investment Strategy.

2016/17 deliverables include:

- a £12.5 million Cash Releasing Efficiency Savings (CRES) programme,
- a £12 million capital programme, and
- a £9.5 million surplus.

Our staff are award winners



In 2015/16 our awards tally totalled xx, with recognition from the Health Service Journal, BMJ and NHS Employers among others.

We discover and share our knowledge

We encourage research and innovation to find new and better ways of treating people and keeping them healthy and well. We then share what we learn

We work together

Together with our service users, carers and partners we work as a team to promote the health, wellbeing and independence of the people we serve