

Hope

Our strategy for the Future



2023–2028

#WeAreSTAH

Transforming lives together

Foreword

For almost two centuries, St Andrew's Healthcare has been here to support people with complex mental health needs.

In a world where the challenges of mental health are as complex as they are urgent, our responsibility is clear: to remain an unwavering pillar of support for those in need, whilst embracing innovation to meet the demands of today and the future.



This Strategy is our roadmap, outlining the steps we will take to ensure that our Charity achieves its potential, supporting those we serve.

It has been developed closely with those who we care for, who work with us or for us.

We invite you to join us on our journey as we navigate a changing world and adapt to its emerging demands and possibilities.



Who we are

**We are St Andrew's – a thriving Charity
with a proud history of helping those
with a mental health need, find hope**

We are a Charity which provides a range of services tailored to individuals living with complex mental health needs, both in hospital and in the community.

We're not just about now – we're looking to the future, supporting learning and research to make mental health care better for all.

We have around 4,000 people in our incredible team, plus our wonderful volunteers. We are all here with the same purpose, to inspire hope and make a positive difference.

We are St Andrew's. Together we can transform lives.



our purpose is hope

Our Vision

Imagine a society in which everyone living with mental health need is heard, valued and has hope for their future.
That's our vision.



Our Mission

By 2028 we will be a leader in helping people with complex mental health needs transform their lives.
That's our mission.



Our values

We live by our CARE Values of
Compassion,
Accountability, Respect
and Excellence.



Our Values

Our values lie at the heart of everything we do. Whether you're in our care, part of our team, or collaborating with us, you can count on us to uphold these values, in everything we do.

Compassion



Be supportive and understanding to everyone around you



Accountability



Be proactive, take ownership and responsibility - do what you say you will



Respect



Act with integrity, be open, be honest



Excellence



Innovate, learn, improve, deliver - whatever you do, do it well

Our 7 strategic ambitions



1: Voice

Ensure everyone has an equal voice to drive change and reshape society's response to mental health

We've worked closely with the people in our care, as well as those who work with us and alongside us, to identify seven ambitions for our new strategy.

Whilst our ambitions will remain the same throughout the five-year strategy, we will focus on refining our detailed plans to facilitate our future development.



2. Social Impact

Be part of our community – a trusted partner



3: Quality

Lead the way – through high quality care every day

Our 7 strategic ambitions



4: Service Development

Develop ground-breaking services meeting the needs of those we serve



5. Workforce

Be a thriving workforce – doing the right thing



6. Learning & Research

Transform lives through learning and research



7. Financial Sustainability

Invest responsibly, be confident in our future



A hopeful future - Darran's Story

"I can smile again – I have found meaning to my life. I'm around people who understand me and I feel like I have a future again."

Our strategy is not about just the things we're doing but the change we're making in transforming the lives of people with complex mental health needs.

Our aim is that we continue to inspire hope for people like Darran who was diagnosed with Huntington's Disease (HD), a relatively rare condition which damages brain nerve cells.

Knowing relatively little about HD, doctors were unsure how to care for him, so he was placed in a home for older people, almost twice his age. There, he grew depressed as he was living with people he had nothing in common with. His depression led him to try and take his own life and he was then placed in our care.

After receiving a range of treatment, therapy and activity tailored to his own needs Darran started to rapidly improve and he was then moved into assisted living accommodation.

Having found hope he has now become a huge advocate for raising awareness of HD.



"In the future my hope is that we can give more people like me an equal voice to drive change, reduce stigma and raise awareness of complex conditions. I know by all working together we can make a positive difference to people's lives."



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