



Cheshire and Wirral Partnership NHS Foundation Trust Care, Well-being, Partnership

Who we are

Cheshire and Wirral Partnership (CWP) NHS Foundation Trust became the first mental health trust in the North of England to become a Foundation Trust in July 2007. The Trust was originally established in 2002 as a result of merging mental health, learning disabilities, and child and adolescent services from five NHS bodies in Cheshire and Wirral. We celebrated our 10th anniversary on 1st April 2012.

Our Council of Governors and around 15,000 members from the general public, staff, service users and carers are a dynamic part of our Trust.

What we do

Our Foundation Trust serves people across Cheshire and Wirral with services also provided to other areas, for example Trafford and Bolton. CWP also provides some specialist services on a regional footprint. Its activities have always been to provide primary and specialist mental health, learning disabilities, child and adolescent mental health and substance misuse services – as well as a range of health services such as eating disorders. Since 2011, CWP also provides community physical health services in Western Cheshire.

Our vision and strategic objectives

Our vision is '*Leading in partnership to improve health and well-being by providing high quality care*'

Our strategic objectives are to:

1. Deliver high quality, integrated and innovative services that improve outcomes
2. Ensure meaningful involvement of service users, carers, staff and the wider community
3. Be a model employer and have a caring, competent and motivated workforce
4. Maintain and develop robust partnerships with existing and potential new stakeholders
5. Improve quality of information to improve service delivery, evaluation and planning
6. Sustain financial viability and deliver value for money
7. Be recognised as an open, progressive organisation that is about care, well-being and partnership

CWP adopted the 6Cs as our Trust values in June 2013:

- Care
- Compassion
- Competence
- Communication
- Courage
- Commitment

We aim to recruit people who can clearly demonstrate they share our values and will embrace them in their working life.

*CWP also stands for **Care, Well-being, Partnership**; these are at the centre of everything we do. What does this mean? It means that we pride ourselves on:*

- Openness, respect and partnership working with patients, staff and all stakeholders and local communities;
- A strong commitment to improving patient experience and promotion of a recovery culture;

- Encouraging creativity, innovation and challenging traditional boundaries;
- Recognising the contribution of our staff and aiming to provide a supportive, flexible working environment;
- Embracing diversity and challenging prejudice and discrimination wherever this affects our patients and staff;
- Ensuring effective stewardship of public resources acting in the wider public interest.

How we do it

We provide services from 65 sites and employ more than 3,400 staff, serving a population of over a million people.

How well do we do it?

Since we became a Trust in 2002 we have:

- balanced our books every year;
- received positive feedback in national service user and staff surveys;
- worked with social care partners to develop fully integrated community mental health teams;
- received national recognition for the ways in which service users and carers are actively involved in all aspects of work;
- modernised services for people with mental health and learning disability services;
- received the Improving Working Lives Practice Plus award, maintained Investor in People status and became one of the first organisations in the North West to adopt the Skills Pledge;

What makes us stand out from the crowd?

- **Quality:** The Trust are currently licensed to provide services with no conditions by CQC.
- **Experience:** The depth and breadth of the skills of our staff, and the investment we make in their constant development and being one of the early implementers of the HSE stress standards mean that we have an experienced team to tackle the challenges of the modern NHS. We have nationally and internationally renowned clinicians and are a 'Mindful Employer', as well as lead the North West Mindful Employer network.
- **Leadership:** At all levels within the organisation we encourage our people to be leaders in their field to improve the quality of services and the patient experience
- **Engagement:** We have around 15,000 Foundation Trust members and active involvement programmes which are very much at the heart of the culture of the organisation
- **Reputation:** We enjoy a reputation for delivering and developing excellent services
- **Pioneering:** We are a pioneering Trust that seeks to develop tomorrow's solutions today
- **Security:** Our risk management procedures are tried and tested and provide reassurance to staff and service users that they have a secure working and caring environment
- **Innovation:** Our Effective Services Team encourages staff at all levels to establish innovative ideas on how to improve services and create new services that meet patient needs
- **Safety:** The safety of our services users, carers and our staff is paramount, evidenced by the policies and procedures adhered to throughout the Trust
- **Value:** Our services are cost effective – we deliver services on the principle of best value, so corners aren't cut at the expense of quality
- **Continuity:** We have achieved Foundation Trust status and are an established Trust which is a reliable and consistent performer, and part of the NHS family
- **Partnership:** We work with a range of NHS, social care and community partners to deliver our services. We believe in long-term relationships with commissioners that deliver value for both parties
- **Research:** We have an excellent record for research and development.