

Our strategy: 2018-21

Our strategy for 2018-21 was developed in partnership with our patient and public involvement group, 'Side-by-Side', colleagues from around the Trust, key partners and our core team.

Our vision

To lead and facilitate improvement through innovation, learning and evidence-based care across our communities.

Cultivating a learning culture

The Academy is dedicated to the cultivation of a culture of learning, innovating, and improving. We will support colleagues and those that touch services across Solent NHS Trust to learn from things that happen. Whether it is from feedback, from events, from projects or from ideas, we will use and share this learning, enabling each other to demonstrate how we are all making things better for people.

OUR PRIORITY STREAMS

Research and Innovation

We will continue to expand our research activity to build a strong evidence base for care provided at or close to home, offer opportunities for people to access new treatments, and improve patient experience and outcomes.

Quality Improvement and Clinical Effectiveness

As an organisation that strives to constantly learn and improve, we will provide staff and patients with confidence and skills to deliver improvements to care and to demonstrate how these have made a difference to people.

Training and Development

Our Academy will provide a hub where staff and patients can access support and training to develop research and improvement skills and careers, as well as the confidence to share learning and expertise in delivering great care.

Partnerships and Engagement

Working in partnership with those that touch our services will be at the heart of what we do, in order to continuously learn and improve in a way that is relevant and impactful.

Research & Innovation

Increase the number of people who participate in research, and the scope of opportunities to be involved across the Trust and our communities

Ensure research is easily accessible, particularly for those whose voice is seldom heard

Demonstrate how our research is improving the care that we provide

Build research capacity and skills across the Trust, so that we can design and lead studies that are relevant to the services we provide

Ensure sustainability through income generation

Facilitate innovation from staff and those who use our services via the Dragon's Den and other funding streams

Quality Improvement & Clinical Effectiveness

Via programmes of training and support, equip our staff with skills in Quality Improvement, Service Evaluation, Clinical Audit and Clinical Outcomes, and the confidence to identify and deliver their own projects, and use measurement to demonstrate improvement

Use Clinical Audit and assessment to provide assurance, benchmark the effectiveness of care and identify improvements

Support the development and spread of clinical and patient reported outcome measures across our services

Create networks and mechanisms to share learning from improvements and from excellence

Support staff to demonstrate the impact of improvement work on the care that they provide

Training & Development

Cultivate a culture where staff are able to continuously improve

Offer skills development pathways and leadership capability for research, clinical academic and improvement careers

Promote learning from peers, internally and externally, including those who come into contact with our services

Create an environment where the Academy team have opportunities for personal and professional development, and experience joy in work

Enable learning and recognise outstanding work and excellence through dissemination and showcasing, presentations at external events, an annual conference and an awards scheme

Partnerships & Engagement

Ensure the patient, service user and community voice is at the forefront of all improvement activity

Extend access to research and improvement opportunities by working in partnership with patients, service users, colleagues and community organisations

Encourage and facilitate patient and service user leadership in improvement work

Ensure that the way that we share learning is accessible to all

Ensure that staff have the confidence and skills to work in partnership with patients, service users and our communities

Work in partnership with our patients, service users and colleagues to deliver the Academy strategy in accordance with our Side-by-Side Charter.