

North West School of Psychiatry Strategy 2018-2022

Introduction

The North West School of Psychiatry strategy aims to support the delivery of high quality education across the North West of England. The three primary objectives of the strategy were agreed at a School Board Operational Development Day on 27th April 2018, and focus on the key areas for development across the organisation over the next four years. This strategy is a direct response to the key issues and concerns raised by the School's stakeholders, comprising of psychiatry trainees, Training Programme Directors and representatives from each NHS Mental Health Trust across the North West region.

Values

Integrity

A commitment to...

- maintaining high levels of professionalism, honesty and fairness in our relationships
- ensuring quality in everything we do as a School.

Excellence

A commitment to...

- high quality of training
- excellence in clinical practice of psychiatry
- promoting research and innovation.

Inclusivity

A commitment to...

- equity in decision-making
- a culture of participation: recognising the importance of all school members
- working with educational colleagues, NHS partnerships and service users to provide high standards of education.

Future Generations

A commitment to...

- developing, supporting and safeguarding future generations
- developing high quality education programmes, regularly evaluating their long-term impact, in order to benefit future generations
- preparing the training workforce for future employment
- working towards better mental health for future generations.

Our Vision

- To lead in the delivery of medical education in psychiatry across the North West of England.
- To provide a high standard of mental health education and training.
- To work collaboratively across the School of Psychiatry, with our psychiatry trainees, trainers, Training Programme Directors and Directors of Medical Education.
- To work collaboratively with key organisations: North West Division, North West NHS Mental Health Trusts and the Universities of Manchester, Liverpool and Lancaster.

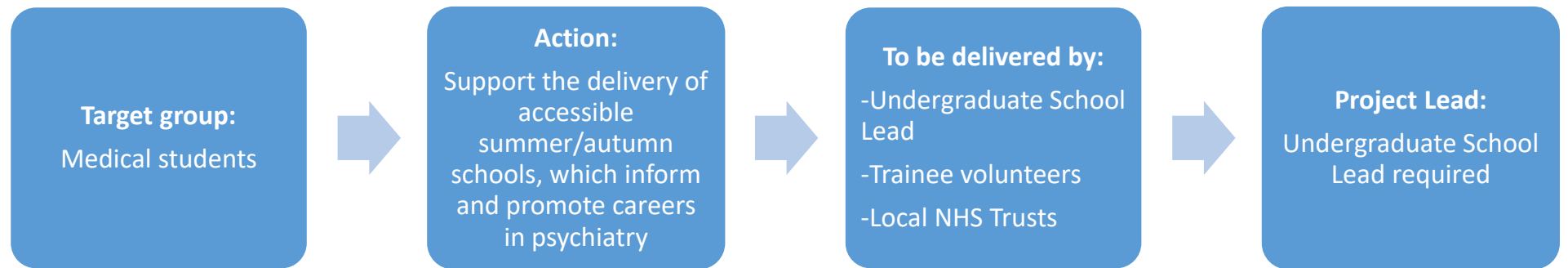
Strategy Objectives

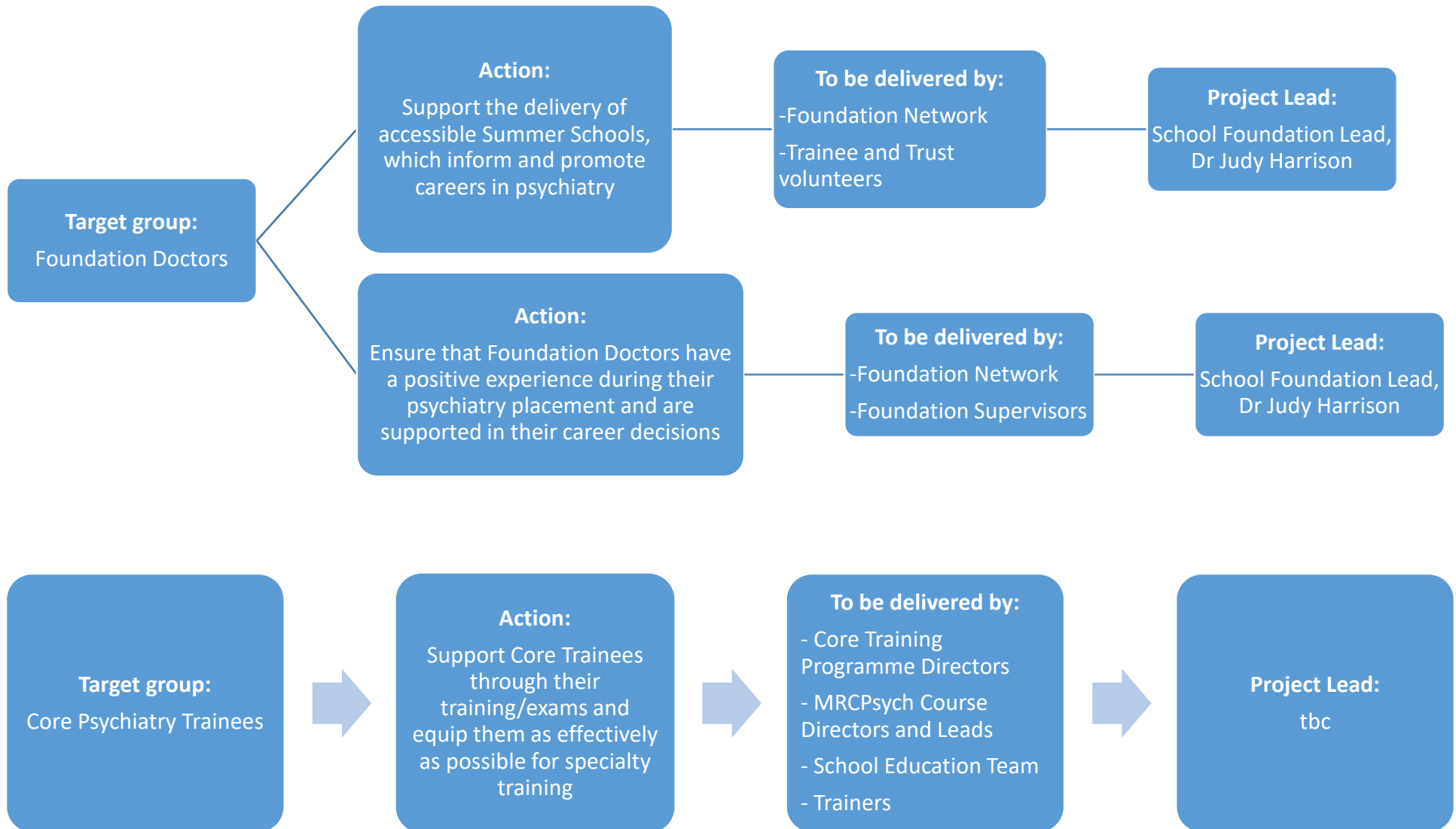
In order to achieve our vision, in accordance with the School's core values, we have established the following objectives as our three focus areas for the next four years.

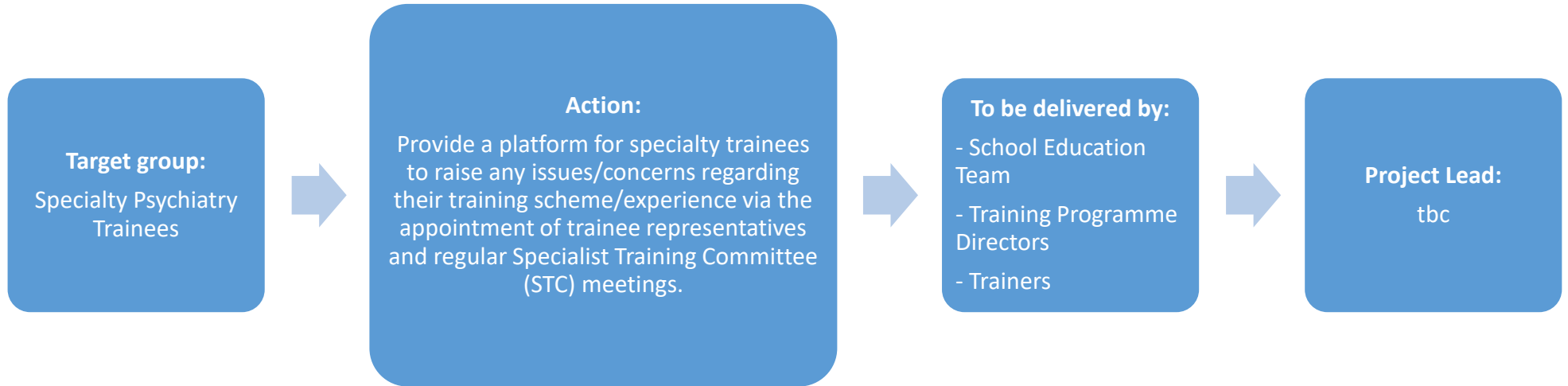
1) Improve Recruitment and Retention

Recruitment and retention of doctors is a nationwide issue currently, and the North West is no exception. In order to address this issue, we have developed objectives focusing on each stage of training. In addition, we will...

- review existing recruitment strategies
- seek guidance and constructive ideas from the Royal College of Psychiatrists and other specialty schools
- liaise with our local NHS Mental Health Trusts to share best practice.

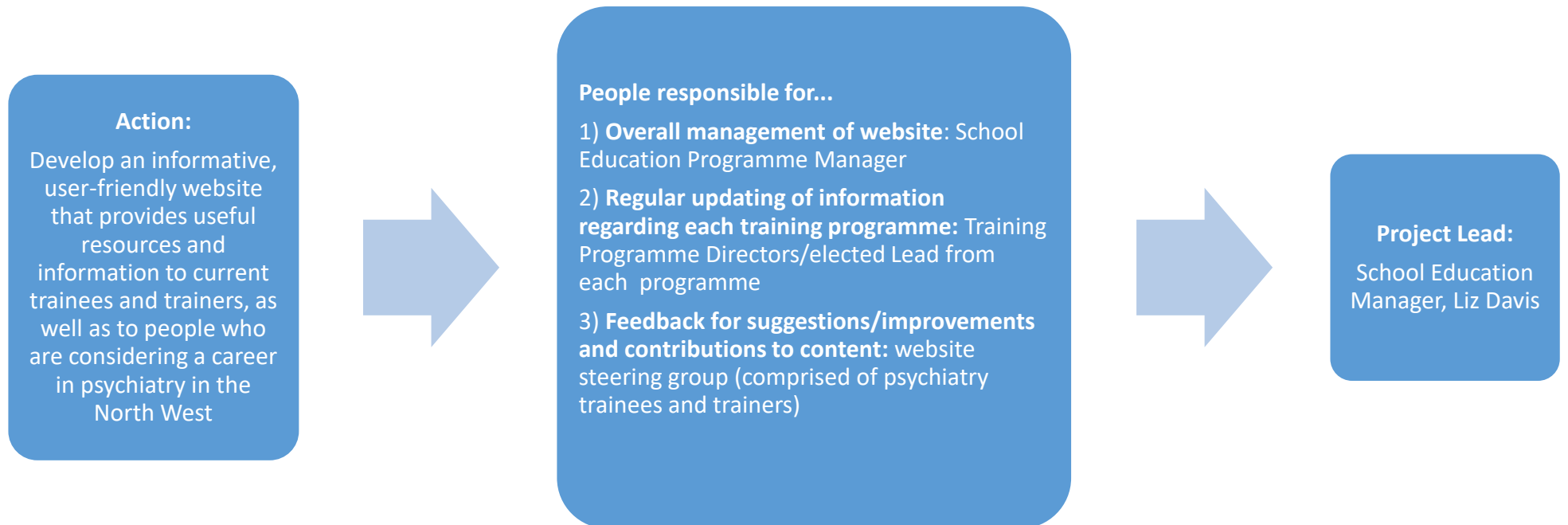


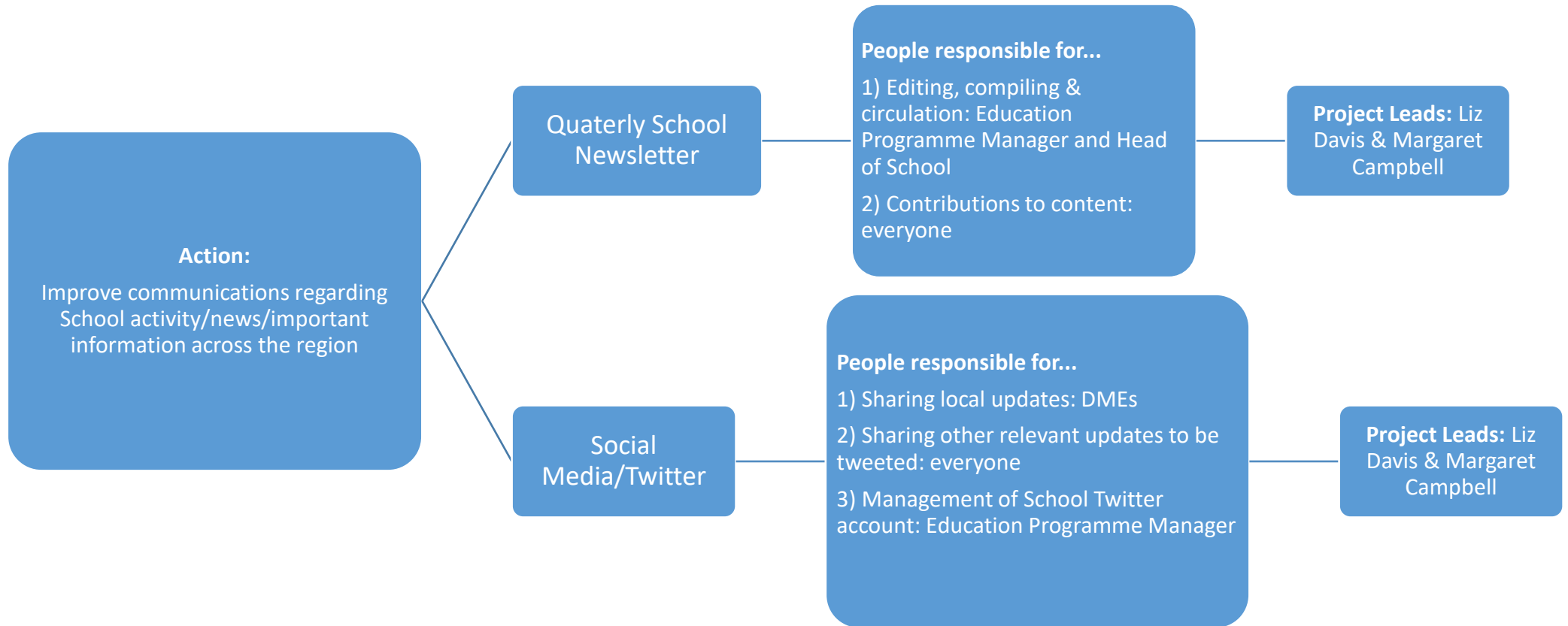




2) Develop the School profile

It is important for us to have a clear presence as an organisation, in order that all psychiatry trainees and trainers across the region feel supported and included in School activity.





3) Enhance the wellbeing of our Trainee Doctors in their working lives

A working group will be established to look into improvements that can be made to our trainees' wellbeing, both in the short and longer term. The working group will focus on the following areas:

- working environment
- work/life balance
- resilience/stress management/coping strategies
- working conditions



In order to further enhance trainee wellbeing (and subsequently improve retention), the School is committed to supporting flexible working.

