

# Strong Roots, Global Reach

## King's Strategy 2021-2026 – Summary

### OUR VALUES

AT KING'S WE ARE A KIND, RESPECTFUL TEAM

**KIND**  
WE SHOW COMPASSION + UNDERSTANDING + BRING A POSITIVE ATTITUDE TO OUR WORK

**RESPECTFUL**  
WE PROMOTE EQUALITY, ARE INCLUSIVE + HONEST, SPEAKING UP WHEN NEEDED

**TEAM**  
WE SUPPORT EACH OTHER, COMMUNICATE OPENLY + PUT OUR PATIENTS AT THE CENTRE



#### Actions

**Putting patients first:** We will provide effective, person-centred care – improving patient outcomes and experience.

**Providing the best services:** We will build on our clinical strengths and focus investment on the areas that will have the biggest impact on our communities and populations.

**Improving population health by working together:** We will work with health system partners to improve the health of our communities.

**Delivering sustainable care:** We will achieve financial stability and sustainability, maximising productivity and efficiency to deliver the best care.

**Being a listening and learning organisation:** We will embed improvement in everything we do, delivering safe and effective care.

**O**  
**Outstanding Care**  
We deliver excellent health outcomes for our patients, and they always feel safe, cared for and listened to

Our vision is for King's to be  
**BOLD**

**L**  
**Leaders in Research, Innovation and Education**  
We continue to develop and deliver world-class research, innovation and education - providing the best teaching, and bringing new treatments and technologies to patients

#### Actions

**Investing in digital transformation:** We will invest in digital and data innovation to improve patient care and deliver better services.

**Making our research more inclusive to improve population health:** We will increase participation of our diverse South East London communities and populations in research, contributing to better health outcomes.

**Building partnerships and networks:** We will grow our industry partnerships and academic networks.

**Being future-focused and growing our innovation culture:** We will be at the forefront of research and innovation – understanding what works, and adopting and spreading it.

**Teaching the leaders of tomorrow and supporting lifelong learning:** We will deliver high quality education and training throughout our people's careers.

#### Golden threads – our cross-cutting strategic themes

**Person-centred** – listening to and learning from all of our people (staff and patients) to create a positive environment and deliver the best care

**Digitally-enabled** – embracing and integrating digital technology and clinical data to improve the quality of care we deliver, and make our services more accessible

**Sustainability** – maintaining our focus on financial stability and sustainability through more efficient and productive services and building a new focus on becoming more environmentally sustainable through delivering our 'Green Plan'

**Team King's** – working as 'one Trust' across our sites, and as a good partner in our local integrated care system and beyond

#### Actions

**Belonging to King's:** We will be an inclusive organisation where everyone feels welcome and part of Team King's. We will embrace diversity, value difference and ensure equity of opportunity for everyone.

**Being our best:** We will strive to be our best, demonstrating our values in everything we do.

**Looking after our people:** We will be kind and caring, we will prioritise and invest in the holistic health and wellbeing of our people.

**B**  
**Brilliant People**  
We attract, retain and develop passionate and talented people, creating an environment where they can thrive

**Inspiring leadership:** We will be a clinically-led organisation with visible and high quality leadership.

**Ensuring our people thrive:** We will support the personal growth, education and development of our current and future teams to meet our people's and patients' needs.

**Strong Roots, Global Reach**

**D**  
**Diversity, Equality and Inclusion at the heart of everything we do**  
We proudly champion diversity and inclusion at King's, and act decisively to deliver more equitable experiences and outcomes for our patients and people

#### Actions

**Leading the way by developing our culture and skill:** We will build a culture that champions diversity, equality and inclusion. Supporting and developing our people to provide compassionate and culturally competent care to our patients and each other.

**Tackling health inequalities:** We will be proactive in anticipating the diversity of our patient needs and will respond to them to ensure we achieve the best outcomes.

**Being an anchor in the community:** We will take our social and environmental responsibility seriously, addressing the socioeconomic determinants of health.

**Building community partnerships:** We will improve the reach of our organisation and grow our standing in the community through local partnerships.