

# **Derbyshire Federation for Mental Health**

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**Strategy  
2025 - 2027**



Founded in 1984, DFMH is an established not-for-profit mental health charity committed to delivering quality mental health support services across Derbyshire and Derby.

This strategy outlines our vision, objectives, and action plan for the next two years, focusing on five key areas: financial sustainability, workforce development, service impact, growth, and strategic partnerships.



# Articles of Association



## **The Objects for which the Charity is established are:**

“To promote and support good mental health for the benefit of the public, in particular, but without limitation, by the provision of support and practical advice.”



## **Vision**

To promote and support good mental health for everyone

## **Purpose**

To make a positive difference to those who access our mental health and wellbeing services



# DFMH Values



## ***Respect -***

We respect every person's individuality and believe that everyone has the right to choose their own path to wellbeing.

## ***Integrity –***

We have strong moral principles amongst our teams and partnerships which are built on honesty and trust

## ***Resilience –***

We adapt and flex to the challenges faced by those affected by mental ill health

## ***Innovation and Creativity –***

We encourage active learning and the trialling of new methods of delivery that shape our mental health support services in the communities we serve

## ***Empowerment –***

We inspire and empower individuals to use their own strengths to make informed choices about their wellbeing.

# Strategies informing the plan



## NHS 10 year/ Long Term Plan = out for consultation

<https://www.longtermplan.nhs.uk/areas-of-work/mental-health/>

The NHS Long Term Plan makes a renewed commitment to improve and widen access to care for children and adults needing mental health support.

## Derbyshire Health & Wellbeing Strategy

<https://www.derbyshire.gov.uk/social-health/health-and-wellbeing/about-public-health/health-and-wellbeing-board/health-and-wellbeing-strategy/health-and-wellbeing-strategy.aspx>



The THRIVE Programme – DDICB (for YAS)

<https://tavistockandportman.nhs.uk/care-and-treatment/treatments/thrive-framework/>

## Adult Social Care Strategy - Best Life Derbyshire

<https://www.derbyshire.gov.uk/site-elements/documents/pdf/social-health/adult-care-and-wellbeing/strategy/adult-social-care-strategy-2022-2025.pdf>

## 5 ways to Wellbeing

<https://www.derbyshire.gov.uk/social-health/health-and-wellbeing/mental-health-and-wellbeing/five-ways-to-wellbeing/five-ways-to-wellbeing.aspx>

## Derbyshire Living Well

<https://www.derbyshirehealthcareft.nhs.uk/get-involved/living-well-derbyshire>

# Strategy Objectives



1. For DFMH to be financially sustainable
2. To attract and develop a skilled and experienced DFMH workforce, effective in delivering quality (non clinical) specialist mental health services across Derby and Derbyshire
3. To sustain and communicate the impact DFMH services have on people and our communities mental health and wellbeing
4. To grow DFMH Independent Support Services (ISS) and the Wellbeing Preventative Programme
5. To cultivate stronger relationships with partners and people within our communities, to ensure DFMH is effective in supporting and delivering on local needs

# Where are we now?



1. Financial -
  - \* managing limited finances in a volatile and ever changing environment.
  - \* depleted reserves preventing development and sustainability
2. Workforce –
  - \* a continually developing workforce, but without clear direction for training and development
  - \* Our staff turnover rate is 25%, and staff feedback indicate career progression as the primary cause.
3. Impact on people and communities
  - \* significantly making a difference to peoples lives, but unable to qualify the impact due to current reporting functions
  - \* Improved marketing and communication that is reaching those not accessing services, however there is more that DFMH could do to target people in communities to access our services
4. Growth in Independent Support Services (ISS) and Wellbeing services –
  - \* Delivering across our communities but sporadic and limited provision due to inconsistent funding
5. Cultivate stronger relationships –
  - \* Sound partnerships establishing that we are developing and collaborating with to improve services



# Where do we want to be?



## 1. **Financial -**

- \* attracting 10% (£88k) more funding to improve current service delivery – fund the ISS Manager and Ops Manager posts
- \* secure £46k to offset the current shortfall in core funding
- \* increase our designated reserves by £47k to sustain 3 months wind-down

## 2. **Workforce –**

- \* Reduce staff turnover from 25% to 15% over two years.
- \* implement a continual development plan to all of our people by understanding their needs for courses, training and wellbeing
- \* To bring the salary framework in line with market rates over the 2 year period which, allows consistency when determining any pay rises in future years
- \* Foster a culture that embeds our DFMH values into everyday working practices

## 3. **Impact on people and communities**

- \* Use improved technology to monitor and enhance DFMH services
- \* Develop robust marketing and communication strategies that reach out to all people within our communities and working environments
- \* To expand on our current performance measures to ensure we reflect impact and outcomes to the people of Derby and Derbyshire

## 4. **Growth in Independent Support Services (ISS) and Wellbeing services –**

- \* Raise £88k in new funding annually to expand both services into the wider communities and which reach those most hard to engage
- \* To develop a suite of specialist sessions, group work, and courses that target the greatest needs to support good mental health

## 5. **Cultivate stronger relationships –**

- \* To work at strategic level to maximise opportunities for collaboration across the charity sector in Derbyshire
- \* To be successful with joint collaborative bids for future funds
- \* The creation of new young adult and ISS services in partnership with other charities and social care partners

# Risk



- **Financial Risks:**
  - Potential £46k deficit if funding agreements are not secured.
  - Rising operational costs (minimum wage increases, inflation) could further strain resources.
  - Need for diversified income streams to reduce reliance on inconsistent funding sources.
- **Workforce Challenges:**
  - Staff workload pressures due to unfilled roles.
  - Risk of burnout impacting service quality and retention.
- **Service Impact Risks:**
  - Limited ability to measure and communicate impact due to outdated reporting functions.
  - Inconsistent community outreach leading to service underutilization.
- **Service Growth Risks:**
  - Dependence on local authority funding, which comprises 41% of ISS income, presents financial uncertainty.
  - Potential reductions in social care funding affecting service continuity.
- **Partnership Risks:**
  - Competing priorities among strategic partners may limit collaboration opportunities.

# Next Steps

**Board Approval:** Review and approve the strategic plan in April 2025.

**Internal Strategy Refinement:** Extract and finalise internal vs. external-facing components of this strategy.

**Public Presentation:** Develop a designed version for external publication and launch.

**Operational Plan Development:** Create an implementation framework detailing actions, timelines, and success measures present at May 25 Board

**Stakeholder Engagement:** Present the revised strategy at the April 2025 staff away day and launch with key partners.



# Conclusion

**Conclusion** This strategy sets a clear roadmap for DFMH's sustainable growth, ensuring financial stability, workforce development, service enhancement, and stronger partnerships. Through these focused efforts, we aim to create a lasting impact on mental health support across Derby and Derbyshire.

