



RCPsych London Division

Strategic Plan 2025–2027



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Introduction

The purpose of our 2025-2027 Strategic Plan is to detail the work that the London Division Executive Committee will be undertaking on behalf of its members, which includes supporting and improving the lives of psychiatrists and ensure the best services and outcome for people with mental illness as well as their families.

This document determines the four overarching objectives that the Division have to support the six priorities of our President, Dr Lade Smith CBE, and that are aligned with the College's core objectives, values, vision and mission statement. The purpose of this plan will be to ensure that work undertaken by the Division will also have a regional focus that addresses success, issues, and areas of concern at a local level.

The Executive Committee has sixty three members and is compiled of numerous roles

including elected roles, appointed roles, co-opted roles and ex-officio roles and is led and represented by the Chair of the Division, Dr Suhana Ahmed.

This Strategic Plan has been developed in consultation with all members of the Executive Committee, the Division Manager, and key members of staff.

A comprehensive Action Plan will accompany the Strategy.



Dr Suhana Ahmed
Division Chair



Dr Bradley Hillier
Vice-Chair



Dr John Lowe
Financial Officer



Dr Sol Wong
ETC Representative



Dr Mandy Johnstone
Committee Member



Dr Samir Srivastava
Committee Member



Dr Jean O'Hara
Committee Member
(until June 2025)



Dr Stefania Bonaccorso
Committee Member
(from June 2025)



Dr Saima Niaz
Committee Member
(from June 2025)



About the Division

The Royal College of Psychiatrists is an international organisation and the professional body for psychiatrists in the UK that works to secure great patient care by promoting excellent mental health services, supporting the prevention of mental illness, training and nurturing outstanding psychiatrists throughout their entire career, promoting quality and research, setting standards and being the voice of psychiatry.

The College has eight English Divisions with London being the largest. As at the end of January 2025, there are 21,756 members in total of which 3,938 are members of the London Division. The Division works with their members to facilitate the exchange of information, promote discussion about psychiatry, provide practical support to psychiatrists and liaise with key stakeholders on the provision and standard of mental healthcare services.

The Division's Executive Committee plays a key role in supporting psychiatrists to do their vital work in various ways, including:

- Provide guidance to support psychiatrists to deliver high-quality mental healthcare.
- Provide a range of courses, conferences and educational materials, in a range of media, to support the professional development of psychiatrists throughout their careers.
- Provide monthly updates on policy, educational events and conferences, what is happening in our region, celebration of achievements, recognizing best practice, support for Resident Doctors, Government-led changes and opportunities both within the Division and the College to become part of an excellent team.
- Help ensure fill rates into core psychiatric training are consistently high, through our award-winning RCPsych Choose Psychiatry campaign, with 100% of core training places filled each year across our region.
- Address any regional issues with recruitment and retention by analysing national data and identifying areas of concern.
- Provide support, guidance and mentorship to Resident Doctors.
- Influence setting the agenda with decision-makers and stakeholders on mental health. The Division has started to meet with Mental Health Leads within each of our 5 ICBs where we are forming a collaboration to support each other and share best practice that will improve mental healthcare.
- Work collaboratively with each of our Presidential Leads to ensure their core work is embedded in our actions and activities.
- Ensure the voices of patients and carers are heard and incorporated into all activities and projects that we undertake.
- Promote a culture of improvement in mental health services by enhancing quality improvement (QI) skills and capability in the psychiatric workforce, to help improve outcomes for patients, carers, communities and staff.
- Provide knowledge and expertise in all areas relating to psychiatry by having Leads that are responsible for actions and activities in their area and giving updates to the full Executive Committee.

- Provide bursaries to support medical students, foundation doctors, and Resident Doctors to attend International Congress, and to support single parents in their leadership career whilst having a good home/work life balance.
- Provide prizes to acknowledge the excellent work being undertaken by medical students, foundation doctors and psychiatrists in our region, which encourages recruitment and retention in our region.
- Produce bi-annual Newsletters to share members' research and projects, experiences, thoughts, and innovation within mental health
- Delivering our services and activities through a blended model, with around 75% of our events being online and 25% face to face.

Members of the London Division are supported by a strong, committed Executive Committee which meets quarterly to discuss ongoing projects and any issues affecting psychiatry and psychiatrists within the London area.

The London Division Executive Committee has an elected Chair, Vice-Chair, Financial Officer, ETC Representative Lead, 4 Elected members, and numerous Leads within different areas of Psychiatry. We are also supported by Regional Advisors, Regional Specialty Representatives, and representatives for SAS Doctors, Resident Doctors, Patients and Carers, as well as College staff.

Where we are now

The Division are a forward thinking, proactive and committed Executive Committee that is an extension of central College and act on behalf of both the College and its Divisional members. We provide organizational direction and oversight, strategic thinking, decision-making, emotional intelligence, adaptability, communication, and the ability to inspire and motivate others. We have highly experienced Lead Committee members who are experts in the area that they are responsible for, and this ensures that we look at all focus areas relevant to psychiatry and have input from people who have the knowledge to contribute to discussions and decision-making.

Prior to this year, the Executive Committee formed a one year strategy that was in line with the College objectives and addressed local needs. The annual strategy was then monitored throughout the year and outcomes were analysed at the end of each year by the Executive Committee; we would look at successes and lessons learned so we could improve and enhance the services we provide.

Engagement with members has been a priority for the Division for a number of years now, and we have increased our activities to continually enhance this. Moving forward we want to improve in this area.

Where we want to be

Though the Division is London based, we want to identify our own identity as a Division and raise the profile of what we are doing for those who are members of the Division on a local level. We also want to expand on the activities we do and become more involved with not just our members but with key stakeholders in the provision of mental healthcare services.

With this in mind, a decision was made to produce a Division three year strategy that will support the College's priorities and objectives, but to focus at a regional level. We will be increasing our strategy to a three year one which will enable us to lead and be involved with longer term objectives and projects to support our members and to improve mental health care provision.

Engagement will keep being a high priority for us and this will continue over the 3 year period. We will be approaching London ICBs to see how we can work collaboratively with them, to discuss challenges they face including governance, recruitment, finance, health inequalities and clinical standards.

Recruitment and retention will also be key to us, with supporting Resident Doctors as being a fundamental objective. Resident Doctors are the next generation of consultant psychiatrists, and we feel we have to focus on not just helping them with their careers but also on encouragement and opportunity giving, placements and incentives.

We want to become more involved with influencing the decision makers on policy and guidance, and our engagement strategy will enable us to do this.

Values

The RCPsych has six values:

- *Courage*
- *Innovation*
- *Respect*
- *Collaboration*
- *Learning*
- *Excellence*

Our College values underpin all of our work, and this strategy will be based on our values in the following way:

Courage

The Division will have the courage to engage with mental health key stakeholders and address concerns, issues or standards to improve patient care. Our work will advocate for the needs of people with mental illness, intellectual difficulties, and developmental disorders, regardless of the level of stigma that may surround mental illness.

Innovation

Our Division strategy will embrace new ways of working, new evidence bases and new partnerships which will lead to mutually beneficial innovation to improve patient care as well as the wellbeing of psychiatrists.

Respect

The Division will work in ways that are respectful of the people and their cultures within our Division. Our work will always be person-centered and will respect the needs of patients. We will work to reduce discrimination against those with mental illness in all its forms

Collaboration

The Division will build mutual partnerships with appropriate stakeholders, such as ICBs, Trusts, private organisations, voluntary and third sector organisations, and Patient/Carer groups that create shared goals and a common vision.

Learning

All our work will foster two-way learning. Whilst sharing the best of our skills and knowledge we will also embrace learning from other organisations to improve the quality of care for people with mental illness in ways which are sustainable.

Excellence

Our work will promote excellence in mental health services and the training of outstanding psychiatrists. We will aim to deliver optimum member experience to psychiatrists in our Division, drawing on the strength and diversity of our membership. We will encourage our members to be ambassadors for the RCPsych and the specialty of psychiatry and mental health.

A close-up photograph of a person's eye, showing the iris and eyelashes. The eye is looking slightly to the right. The background is blurred, showing warm tones of skin and hair.

Our Vision

To be an influencer and supporter in the provision of mental health care services and provide guidance to Psychiatrists to help them deliver an excellent standard of patient-focused care across our Division.

Our Mission

The Division works to secure the best outcomes for people with mental illness, intellectual disabilities, and developmental disorders. As a Division we aim to support and deliver training to Psychiatrists so that they can provide excellent mental health services, to support, nurture and look after the wellbeing of psychiatrists to help make them be the best they can be, whilst promoting quality and research in all that we do, setting standards and being the voice of psychiatry.

As a result of our emphasis on excellence and respect and in order to ensure the best outcomes for psychiatrists and patients, the Division puts equity, diversity and inclusion at the heart of all we do.

The Division carries out a range of initiatives to eliminate discrimination based on gender, race and ethnicity, disability and sexuality across our Division and mental health services



Strategic Objectives

Presidential priorities

- Addressing the treatment gap
- Nurturing and supporting psychiatrists
- Fairness for all
- Promoting research in mental health
- Advancing international psychiatry and wider mental health services
- Ensuring excellent member experience and engagement.
- Additionally, there are core objectives:
- Being the voice of psychiatry
- Delivering effective use of College resources and excellent staff experience

In line with our President's priorities, the Division will focus on the following strategic objectives:

Strategic Objective 1. Engagement and collaboration – internally and externally

To proactively engage with all members of the Division.

To proactively engage with specific groups of psychiatrists e.g. Resident Doctors (Higher and Core), SAS doctors, new consultants, retired and resting etc.

To enhance engagement within the Executive Committee and any associated College Officer roles.

To engage with external mental health stakeholders, including ICBs and other professions, to insure a more prominent role of the Division, and to widen the sphere of influence/policies.

Strategic Objective 2. Support for psychiatrists

To support all psychiatrists throughout their training and tenure as psychiatrists to maintain and improve their wellbeing and thus improve retention.

To support overseas Psychiatrists/IMGs to enhance their move to the UK, giving them tools to promote ease of acclimatisation/acclulturation, and oversee their training once in the UK.

To support members and colleagues at all levels in their individual leadership journey, to improve their potential and highlight opportunities.

Strategic Objective 3. Workforce – including recruitment and retention

To support the strong and cohesive College Workforce Strategy to approach the long-term problem of recruitment and retention in the London region.

To influence mental health workforce policy agendas and hold stakeholders to account on delivery.

Strategic Objective 4. Health Inequalities and the importance of addressing physical and mental health holistically

To identify the areas in mental health with the greatest health inequalities within our region and liaise with local key stakeholders regarding addressing these inequalities.

To address workforce inequalities across the Division and seek to find solutions to the challenges that are being faced in relation to recruitment and retention (discussed in objective 3 above).

To address the importance of the association between poor physical and mental health and focus on a regional level to identify key inequalities between driving this association across the region and seek to influence and find solutions to support ICBs in commissioning/primary and secondary care in provision of the right approach to addressing these concerns and associated policies.

Priority Services

What the Division will do	Why the Division will do it
<p>We will develop a communication strategy to include:</p> <ul style="list-style-type: none"> • Sending out regular updates to members to inform what is happening in the Division and what activities the Executive Committee are doing • Produce a bi-monthly newsletter • Use social media platforms to highlight work being undertaken in the Division • Produce polls to determine what members want from the Executive Committee • Produce an infographic on services we provide • Produce an induction Division booklet to be given out to Trusts to include in their induction. 	<ul style="list-style-type: none"> • To provide an excellent member experience and member engagement and to create a culture that is positive, empowering and inclusive for College members and affiliates. • To encourage sharing best practice and projects within the Trusts of our Division • To promote openness, transparency, and accountability of what we are doing on behalf of our members • To show that we are listening to what our members want • To produce high quality and informative media content • To link with local College Engagement Network (CEN) work • To raise the profile of the Division
<p>We will continue to improve collaboration with ICBs, Trusts and Medical Directors, private sector, voluntary and other external organisations, including the Arts, and other Divisions and departments in the College and extend invites to join the Executive Committee where appropriate.</p>	<ul style="list-style-type: none"> • To build relationships and demonstrate a mutually beneficial collaboration around strengths and challenges. • To influence services and share best practice • To act as a liaison between the Exec and the Trust/ICB • To advise on policy • To offer support to external key stakeholders in mental health services • To listen and offer advice and support to any challenges • To influence regional NHS workforce plans to promote recruitment and address geographical shortages and influence programmes of reform to ensure they incorporate workforce needs. • To review and discuss any forms of disparities and ensuring that such data is appropriately questioned to effectively address differences in access, experience and outcomes in mental healthcare. • To help healthcare funders and policymakers to understand the importance to mental healthcare of advancing equity and to understand their duty to promote equity-focused outcomes

What the Division will do	Why the Division will do it
	<ul style="list-style-type: none"> • To encourage enhanced engagement with and from the Executive Committee • To improve standards and quality across psychiatry and wider mental health services, and support the prevention of mental ill health • To improve the way we, as a Division, feedback into the wider College • To be the voice of psychiatry
We will recruit and appoint Division leads in line with Presidential leads	<ul style="list-style-type: none"> • To enhance the services we provide and collaboration with the College • To support the delivery of initiatives to improve equity and equality, parity of esteem, recruitment and retention, the mental and physical health of women through all College forums and activities • To improve standards and quality across psychiatry and wider mental health services, and support the prevention of mental ill health at a regional level • To share evidence-based knowledge and skills • To share national best practice/issues/solutions at a regional level

What the Division will do	Why the Division will do it
<p>We will enhance the support to psychiatrists by:</p> <ul style="list-style-type: none"> • Providing educational and advancements in treatment events, as well as research and quality improvement training • Providing signposting and resources on our website for all grades of psychiatrists and update with new information when available • To incorporate elements of wellbeing into conferences and events • Ensuring QI training is provided and guidance on how to incorporate this into a daily role • To liaise with Trusts on mentoring and coaching services and to try and standardise level of provision • Producing a retirement package for this who are retired or are thinking of full/part retirement • To address the issue of suicide (patient and colleague related) and how we can support psychiatrists through this situation • To support any action against violence towards psychiatrists 	<ul style="list-style-type: none"> • To provide an excellent member experience and member engagement • To improve standards and quality across psychiatry and wider mental health services, and support the prevention of mental ill health • To support psychiatrists to achieve their professional potential • To share evidence-based best practice • To ensure the focus is on psychiatrists and not on psychiatry. • To ensure support, advice, and guidance is given throughout their full psychiatric career • To ensure that resources are accessible to all in psychiatry. • To support the College with their retention charter with benchmarking – setting out how best to retain staff on the frontline – and to assist with all mental health employer bodies to sign up to it. • To share standards and good practice • To nurture and support psychiatrists • Promoting research in mental health
<p>We recognise the increasing impact of digital technology upon our practice. To that end we will:</p> <ul style="list-style-type: none"> • Move to an online shared digital platform for our meeting documentation • Explore increasing the use of AI in administrative tasks • Offer a new prize for digital media to members. • To incorporate digital skills in educational conferences and events. 	<ul style="list-style-type: none"> • To recognise that the world is becoming more digital, and our practice needs to reflect that reality. • To increase engagement, especially with the new generation of psychiatrists • To improve sustainability by decreasing paper waste • To decrease administrative burden • Encourage creativity in digital media • To improve the digital skill level of members

What the Division will do	Why the Division will do it
<p>We will continue to provide support for Resident Doctors by:</p> <ul style="list-style-type: none"> • Reduced fees for our events in line with College policy and based on annual financial review • Free Resident Doctor events led by Resident Doctors • Looking at how we can contribute towards eliminating, or at least reducing, violence against Resident Doctors. Providing support for Resident Doctors who are going through work related issues • Providing support for Resident Doctors progressing to a consultant role • Offering prizes to highlight the work being undertaken by Resident Doctors in our region especially around research and QI. • Offering a drop-in session to discuss issues in training, signposting to support resources, concerns about the workplace, and to utilise and maximise e-portfolio. • Improve the experience of Higher Resident Doctors engaging with Professional Development days (formerly Special Interest) and include a resource for Resident Doctors to know more about opportunities across London that they can engage with for how to use this time • Providing a section in an event to focus on Resident Doctor wellbeing – this could be in collaboration with the Trust or through the Division. 	<ul style="list-style-type: none"> • To support the next generation of members • To encourage engagement of Resident Doctors • To offer an opportunity to present and share their work • To ensure an excellent physical and mental wellbeing of Resident Doctors • Enhancing and providing skillsets for career development for Resident Doctors • To encourage more research and enhancing QI in their everyday role.

What the Division will do	Why the Division will do it
<p>As an Executive Committee, we will work with the Patient/Carer rep to ensure the voice of patients are heard and incorporated into our activities adopting a co-production approach where possible.</p> <p>We will incorporate lived experience into our events when possible.</p>	<ul style="list-style-type: none"> • To ensure that the voice of patients is heard in all activities undertaken by the Executive Committee • To ensure a two-way system for gathering and feedback of information. • To support the delivery of excellent mental healthcare • To reduce inequality and inequity by promoting co-production and co-design as the norm across mental health services. • To ensure that patients and carers are respected, valued and empowered to co-produce Division workstreams and programmes
<p>We will provide support to our recruitment campaign by:</p> <ul style="list-style-type: none"> • Supporting Spring/Summer/Autum schools and careers fairs • To develop links with each PsychSoc and promote recruitment into psychiatry through medical student and foundation doctor events by supporting them physically and financially, and thus ensuring the high rate of uptake to psychiatry continues. • Provide a bursary for medical students, foundation doctors and Resident Doctors to attend International Congress • Provide prizes for medical students and foundation doctors who are excelling within an area of psychiatry that can also include QI and research • Provide drop-in sessions to “meet your PTC Rep” for London Resident Doctors 	<ul style="list-style-type: none"> • To increase awareness of psychiatry as a rewarding career • To improve standards and quality across psychiatry and wider mental health services, and support the prevention of mental ill health • To encourages a bottom-up approach to recruitment in psychiatry, using peer influence to generate • To provide opportunity for networking with peers and psychiatrists of all levels. • To strengthen our commitment to collaborate and enrich psychiatric practice at a regional and potentially a national level. • To promote the Choose Psychiatry campaign locally. • To offer an opportunity to present and share their work
<p>Develop Leadership within the Division by:</p> <ul style="list-style-type: none"> • Providing events to give the skillset and tools to become a leader • Provide a bursary for single parents to attend a Fellowship course to help further their leadership career 	<ul style="list-style-type: none"> • To encourage professional development whilst having a good work/home life balance • To assist psychiatrists to have a clear and defined leadership role within multi-disciplinary teams and can develop their leadership skills • To improve standards and quality across psychiatry and wider mental health services, and support the prevention of mental ill health

What the Division will do	Why the Division will do it
We will continue to have the London Division regional awards	<ul style="list-style-type: none"> • To increase member engagement and raise the profile of the Division whilst acknowledging exceptional work being undertaken in the region.
We will create/provide an incentive scheme for Executive Committee members	<ul style="list-style-type: none"> • To encourage recruitment to College officers' roles • To acknowledge the hard work being undertaken on behalf of the Division. • To embrace, develop and utilise College expertise to best support psychiatrists.
We will work with the International Team to support IMGs and produce clear actions of what we will do and how we will achieve it	<ul style="list-style-type: none"> • To support international trainees to further their psychiatric training in the UK • To support UK NHS services • To facilitate learning between UK and other countries • To support and encourage all mental health employers to become compliant with the Specialty and Specialist doctors (SAS) Charter, deliver the RCPsych SAS Doctor Strategy and to implement the International Medical Graduates (IMGs) Induction Programme. • To ensure appropriate access to training, support, work experience and skillsets when being subject to complaints and being referred to the regulator
We will work with Workforce and Training at the College to support SAS Doctors and will determine ways on how to implement the UK strategy at a local level.	<ul style="list-style-type: none"> • To support and encourage all mental health employers to become compliant with the Specialty and Specialist doctors (SAS) Charter, deliver the RCPsych SAS Doctor Strategy and to implement the International Medical Graduates (IMGs) Induction Programme. • To ensure appropriate access to training, support, work experience and skillsets when being subject to complaints and being referred to the regulator

What the Division will do	Why the Division will do it
<p>We will create a workforce working group to:</p> <ul style="list-style-type: none"> • To support Core Resident Doctors and encourage and inspire psychiatry as their chosen career path. • To support retention of Core Resident Doctors to Higher Resident Doctors • Liaise with ICBs and Trusts on how we can support workforce challenges • Collate and review data on workforce and raise issues in the Executive Committee. • To support the central IMG strategy 	<ul style="list-style-type: none"> • To influence regional NHS workforce plans to promote recruitment and address geographical shortages and influence programmes of reform to ensure they incorporate workforce needs. • To improve standards and quality across psychiatry and wider mental health services, and support the prevention of mental ill health • To embrace, develop and utilise College expertise to best support psychiatrists.
<p>We will create promotional videos that will motivate people to join the College, and for Trusts to realise the benefits for them should a psychiatrist wish to take up a College officer role.</p> <p>We will endeavour to have an influence on agreed job plans by the Trusts that may allow them to accept a College role.</p>	<ul style="list-style-type: none"> • To enhance engagement with the Executive Committee and bring expertise that will assist with decision making. • To encourage taking up a role so that they have access to benefits and are supported through a long-term association with our organisation and giving a sense of belonging to the RCPsych
<p>We will provide relevant evidence to support members who are addressing the treatment gap by:</p> <ul style="list-style-type: none"> • Collating data from several sources to review mental health inequalities across the region, as well as comparisons with all Trusts, and feedback to the Executive Committee and other key stakeholders. We will collate and review data from performance targets against ICB targets, use the RCPsych Power BI Tool and Mental Health Watch indicators. We will also utilise data provided by HEE to assist us with the campaign for parity of esteem. • Raising awareness of mental health inequalities to the Executive Committee to identify where we can support reducing these inequalities. • Campaign for parity of esteem and equity of access when meeting and communicating with ICBs and ensuring adequate funding for this as well as for associated mental health workforce. 	<ul style="list-style-type: none"> • To address the treatment gap within our region • To take a regional role in ensuring there is a full range of treatment options available to those with mental illness, and to ensure that psychiatrists have the skills and the necessary psychotherapeutic approach to deliver them. • To have an influence on parity of esteem and workforce need. • To maintain the reputation of the RCPsych as a world leader in mental health information and advocacy on behalf of patients with mental illness • To ensure fairness to all

What the Division will do	Why the Division will do it
<ul style="list-style-type: none"> • Creating/supporting/contributing to a Medical Directors' working group where mental health inequalities and workforce inequalities can be discussed, and best practice shared. • Attending HEE/ICB Networks/CEN meetings to both identify issues/ • successes and to contribute/ influence issues around addressing the treatment gap. • We will continue to update our Division information document that looks at other areas such as demographics, homelessness, the number of points of contact with mental health services etc. • Hold events that look at the association between physical and mental health. 	
<p>Liaise and work with the Presidential Lead for Physical health, Dr Ed Beveridge to do the following at a local level:</p> <ul style="list-style-type: none"> • Produce a job description for the role of Physical Health Lead on an Executive Committee • Recruit and appoint a Physical Health Lead within the Executive Committee that will join a physical/mental health network and feedback to the Executive Committee. • Help raise the awareness on the physical health of people living with mental illness at regional, trust, team and individual psychiatrist level to try and reduce the mortality gap and risk of early death. • To collate and review data at ICB level to ensure equitable reach of physical health check programme, and equitable outcomes. • Help drive research and development, and education nationally and regionally. For example, by having an educational/academic event on the association between physical and mental health. 	<ul style="list-style-type: none"> • To influence systems across London to implement measures that will help to close the mortality gap and to reduce the risk of early death for individuals with mental illness, including encouraging research and innovation aimed at reducing the risk of early death for individuals with mental illness. This will include encouraging expansion of the scope and equitable reach of physical health check programmes.

What the Division will do	Why the Division will do it
<ul style="list-style-type: none"> • Focus on a prevention-based approach to help reduce the SMI mortality gap. • Share information and best practice across networks and working groups. • Create local plans to implement the recommendations of RCPsych outputs in this area including the physical health position statement produced by the Presidential Lead. 	
<p>We will produce and implement a QI Action Plan for the Division which includes:</p> <ul style="list-style-type: none"> • Determining a baseline assessment of QI in the region • Establishing links with QI leads for MH Trusts within the division • linking with Training Programme Directors for the division to establish the availability of QI training on their courses • Disseminating information about QI between the College and the Division 	<ul style="list-style-type: none"> • To promote a culture of improvement in mental health services by enhancing quality improvement (QI) skills and capability in the psychiatric workforce, to help improve outcomes for patients, carers, communities and staff. • To improve standards and quality across psychiatry and wider mental health services, and support the prevention of mental ill health



Underlying principles

Sustainability

The Division is committed to reduce the environmental impact and carbon footprint of activities undertaken within the Division. We will endeavor to promote learning and raise awareness of sustainability for all Division members, and we will be committed to reducing waste generated by activities within the Division. To encourage sustainability, we will collaborate with other organisations to promote environmental sustainability in mental health care.

Equality, Diversity and Inclusion

The Division recognise our responsibility to support those from marginalised groups and call out discrimination and bias when we see it. We will be committed to promoting equality for all Division members and create an environment where all members can make best use of their skills. As a Division and as an Executive Committee, we will support and promote inclusion to all groups of people and will take an initiative-taking approach in creating equal opportunities for LGBTQ+ members and we will tackle inequity driven by gender, race and ethnicity, disability and sexuality, with attention given to intersectionality

Conclusion

The Division continues to embed the work that we do into the work of the College, and by using the experience and skills of our members, the Executive Committee, and working closely with our regional partners, we aim to meet our vision of being an influencer and supporter in the provision of mental health care services and provide guidance to Psychiatrists to help them deliver an excellent standard of patient-focused care across our Division.

We have set ourselves a strategy that is bold and ambitious but reflects the passion, determination and the willingness to work hard to achieve our goals. Through everyone's efforts we aim to play a significant role in improving and enhancing the lives of psychiatrists, improving the provision of mental health care and in turn the outcomes for people with mental illness, and to raise the profile of not just the Division but for psychiatry as a whole.

