

Working Together, Supporting Each other: Collaboration & Inclusion

How NHS Sussex would work more collaboratively and inclusively with VCSE and other partners

Challenges faced by the system and how it may need to change.

- Lack of effective communication led to misalignment.
- Lack of change buy-in and solution support created resistance.
- Limited knowledge and resources for change management.
- Change-resistant culture and attitude.
- We know our local model has to change and we will need to work well together to cope with change.

Do we all recognise that we do need to change? Are we all institutionalised, and do we recognise that?

Work inclusively both from a point of view of bringing communities and their needs closer to informing how health and wellbeing is designed and delivered and from a point of view of how as partners we can all work with a more inclusive approach.

Being included within a group or structure - providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.

How do we work outside our individual personal, network and organisational comfort zones?

Partners in a system that faces challenge.

Different management styles. ...Different funding streams. ...Different legislative frameworks, incompatibility of different IT systems and databases and can lead to information not being shared quickly enough (or at all).

Creating and maintaining relationships of trust which allow for honest discussions and true partnership working.

How we collaborate and work well, how we cope with change and challenge. We are challenged to consider who we trust to represent community knowledge and expertise in conversation with our partners?

Improving Lives Together- we need to know when to join to maximise the outcomes for our communities.

We have a better chance of creating sustainable change if we openly acknowledge the challenges faced and seek how we can access the benefit partners bring to development.

Collaborate on development and explore how to bring in other funders, what do the partners in the ICS offer to each other?

How do we work collectively in a mature way ?