

OUR VISION

Compton Care will be a leader in delivering palliative care and support for the community we serve.

OUR MISSION

Compton Care provides high quality, accessible care and support for the people in our communities living with life limiting conditions.

OUR VALUES

We are guided by four core values that shape our culture and behaviours:

Collaboration
Accountability
Respect
Empathy



Our Clinical Services

We will keep adapting and growing our services to meet the changing needs of our communities.

Our care will be:

- Personalised, free of charge, and available in different settings so everyone has equal access.
- Delivered to the highest standards by skilled and compassionate staff.
- Modern and responsive to changing needs.

We will focus on:

- Making services easier to access through community engagement, more clinical locations, and stronger community-based care.
- Creating a frailty service for the most vulnerable people.
- Working with others to provide consistent regional services.
- Increasing clinical research and academic involvement.
- Expanding bereavement support.

Our People

Our staff and volunteers are our greatest asset - Compton wouldn't exist without them.

We aim to be an excellent employer by:

- Communicating well, supporting staff and volunteers, and offering training, development, and career progression.
- Ensuring leaders are capable, approachable, and inclusive.
- Listening to feedback and acting on it.

We will focus on:

- Equity and inclusivity for all staff and volunteers.
- Valuing volunteers and using modern approaches to recruit and retain them, including new roles.
- Supporting wellbeing through benefits and initiatives.
- Providing education and training for everyone.
- Offering fair employment terms that keep pace with the market.

Partners & Stakeholders

We know we are stronger when we work together with others. We will:

- Partner with health providers, NHS commissioners, councils, community leaders, and groups.
- Work with political partners to influence policy.
- Engage the public, businesses, and major donors to secure funding.

We will focus on:

- Developing shared services across wider areas.
- Further developing trustee, ambassador and patron roles.
- Creating large-scale city-wide events that provide opportunities for all partners.
- Growing relationships with MPs, councillors, and royal representatives.
- A philanthropic major donor programme to fund specialist services.
- Continued growth of our business network.

Governance & Safety

We take safety and governance seriously. We will:

- Meet all compliance standards and monitor them.
- Use data responsibly under GDPR.
- Protect infrastructure through maintenance, cyber security, training, and audits.
- Apply robust risk management processes.

We will focus on:

- Managing cyber security risks.
- Creating a central system for contract management.
- Running an annual audit programme.
- Updating risk management and training staff.
- Leveraging technology and artificial intelligence appropriately.

Our Voice

We want our voice to be heard. We are advocates for patients and families and will:

- Influence locally and nationally through strong relationships and the platforms we will create.
- Join forces with other palliative care providers to amplify our voice.
- Protect and uphold our reputation for excellent care and compassion.
- Increase social impact through our community work.
- Use our presence in high streets, events, and community spaces to raise awareness.

We will focus on:

- Growing through collaboration.
- Expanding our reach geographically.
- Strengthening political and influential relationships.
- Measuring and sharing our social impact.

Financial Resilience & Stability

We know financial stability is challenging, but we will:

- Find new ways to raise income, learn from the best, take calculated risks and innovate.
- Seek fair funding from NHS commissioners.
- Manage costs carefully.

We will focus on:

- Securing fair NHS contracts.
- Larger more impactful fundraising events.
- Building strong relationships with major donors and corporate partners.
- Increasing income from grants, lottery and events
- Driving growth across our retail estate
- Seeking new commercial and retail opportunities

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