

NHS London Anchor Programme

Our aims

- to support the NHS to maximise its role as an anchor institution, and to support ICSs to deliver on their fourth objective (social and economic growth).
- We support an anchor approach embedded at three levels: City, ICS and Place.

We work closely with the NHS London Sustainability Network, NHS London Procurement Partnership, Primary Care Anchor Network, GLA London Anchor Institution Network, and the five London Integrated Care Systems.



City: putting health at the heart of decision-making



ICS: building on system strengths and partnerships



Place: maximising local impact at organisation level

Scaling the London Living Wage

7,273 staff have received pay rises to the London Living Wage – 23 Trusts accredited

Primary care desk-based job review - **Less than one in four (22%)** of the total adverts reviewed had a starting salary at or above the London Living Wage, meaning **78%** of the adverts did not.

NHS London Anchors Futures Network connects you with Anchor colleagues and resources, including blogs, learning session recordings and updates.

<https://future.nhs.uk/>



Upcoming Events

- Health and care explained
Tue September 2023 at 09:00
- Procurement & Supply Chain LIVE London 26-27th September 2023
Tue September 2023 at 09:00
- Ensuring virtual wards are a positive option for the future
Thu September 2023 at 12:00
- Carbon Reduction Plan NHS Staff Webinars
Thu September 2023 at 14:00
- Creating Collective Impact: exploring approaches to anchor networks
Mon October 2023 at 12:30

Primary Care Anchor Network Folder

Click the image to be taken to the PCAN folder

Lizzie Smith & NHS London Anchor Team LLW champions!

CONGRATULATIONS – South London and Maudsley NHS Foundation Trust & NHS London Anchor team - Health and Social Care Champions! To find out more [CLICK HERE](#)

London Greener NHS folder

HEALTHIER PLANET
HEALTHIER PEOPLE

How can we help? Come and speak to us today.

Intelligence gathering

Support to implement policy

Influencing decision makers

Raising awareness and campaigning

Building the evidence base on impact

Primary Care School: Primary Care Anchor Networks

Creating and sustaining a vibrant and healthy community

DIGITAL PLATFORMS

- NHS Futures Digital Platform developed
- Primary Care Anchor Network branding
- Areas established best approach for their platforms
- Collatorated with key stakeholders to identify supportive websites to share at career/recruitment fairs



LONDON LIVING WAGE

- London Living Wage in Primary Care Webinar
- Engagement with Large Employers
- Target for 50 Primary Care employers to be accredited by May 2025. We have 30 Primary Care employers so far accredited.



SHARE & CELEBRATE LEARNING

- PCAN Events
- PCAN PMs showcasing at Primary Care School Board
- Focused Webinars and Lunch & Learn



GREEN AGENDA & SUSTAINABILITY

- Involvement in London Greener NHS Team & the London Anchor Team Newsletter
- Collaboration with London Anchor Team & Sustainability Team
- Mapping of existing work across London



LINKS WITH STAKEHOLDERS

- PCAN Project Manager Forum - Topic Focused
- Regular meetings with London Anchor Team, Apprenticeships, Widening Access and Participation
- Links with Mayoral Academies
- Work collaboratively on the London NHS anchors programme objectives



INCREASE OPPORTUNITIES FOR UNDERREPRESENTED GROUPS

- Working with stakeholders to draw people into the workforce from underrepresented communities.
- Offers identified and shared with areas to cascade with the system and communities.
- Areas encouraged to connect with organisations to support this initiative, for example, job centres



NW London PCAN Updates

REGULAR MEETINGS

- Social Prescriber Peer Forum
- Widening Participation
- Training Hub Bi Weekly Meetings
- Oversight Board meetings
- WRES Inequalities delivery group
- London Borough Hounslow – Work Hounslow
- London Borough of Brent – Brent Works
- London Borough of Harrow – Harrow Works
- Primary Care School Board
- Anchor Delivery Group
- Anchor Development Steering Group
- Workforce Anchor workshop
- Anchor Leads Working Group
- Office of Health, improvement and Disparities
- GLA Webinars
- Practice Manager Forums
- Homeless Health in Primary Care
- West London Alliance

CAREERS FAIRS ATTENDED

- GLA London Live - Nov 22
- Carers Festival - Hounslow
- Careers Fair – Central - Refugee
- Careers Fair - Greenford
- Careers Fair - Hammersmith and Fulham
- Careers Fair - Wembley
- Careers Fair – Hounslow
- Middlesex Pride - Osterley
- Pop up - Hounslow Treaty Centre
- Pop up - Feltham Assembly Halls
- Careers Fair – Brent for GP Qualified Refugees

ACADEMY COLLABORATION

- Workforce integration (WIN) toolkit
- Heath and Social Care Academy skills steering group
- Health and Social Care Academy Communion sub group
- Health and Social Care Academy Social Work pathway / CPD and Bite Size
- Heath and Social Care Academy Huddle
- Reservist Recruitment
- Care Covenant (Careers pathway for Lived Experience Care leavers under 25)

SPECIALIST PROJECTS

- Building Trust with Black, Asian and Mufti Ethnic Community Project
- Introduced Digital Apprenticeships into Primary Care
- Unconscious Bias Training
- EDI Training
- Gang, Violence and Extortion Unit - Hammersmith and Fulham – marginalised communities.
- Developing Pathways for young people in NHS
- NHS recruitment Webinars for unemployed people in Hounslow
- Supporting Local people into Employment –Brent

CURRENT ONGOING PROJECTS

- Healthcare T Levels Work Experience
- NHS Careers Untapped for Primary Care
- London Living Wage – West
- Princes Trust recruitment – Central
- Core20 plus 5 – Population Health
- Domestic Abuse Link worker
- Freedom to Speak Up Guardian
- Suicide Awareness
- Trauma Awareness
- London Greener Practices
- Community Hubs in Hounslow PCAN/ Academy
- Focus on Hillingdon

Primary Care Anchor Networks – NCL overview



DWP & JCP UPSKILLING PROJECT

- Project scoped to design and deliver training to upskill JCP Work Coaches on careers in Health and Social Care and the PCAN / Academy opportunities in NCL
- Through the training aim to increase the JCP Work Coaches confidence in referring residents into the Academy / PCAN offers
- We will upskill nominated JCP Work Coaches to become Health and Social Care Champions
- Delivering the training at 10 sites - in the most deprived areas of NCL
- Delivery due to take place between Nov - Dec 2023

HEALTH AND SOCIAL CARE CAREERS FAIR

- NCL Training Hub has ongoing partnership with Middlesex University to deliver a yearly Health and Social Care Careers Fair
- The fair in 2023 was our biggest fair to date - 381 attendees and 90+ exhibitors from a range of professions across H&SC
- Provided opportunity for young people to speak directly to health care professionals
- For the first time this year we opened up attendance to NCL residents

NCL HEALTH & SOCIAL CARE ACADEMY PARTNERSHIP

- An integrated Health and Social Care Academy hosted at Camden Council has been established, under the North London Council Team
- Partnership with the PCAN Project Manager and Academy leads - coordinated approach to both programmes in NCL and joint delivery on a number of projects
- Primary Care resource within the Academy project team - ensuring a primary care focus in the Academy work and support aims to increase recruitment of residents into entry level roles in primary care

OTHER ACTIVITY

- T level project – project to gain understanding and scope how primary care organisations can engage in Health and Health Science T levels in NCL
- Engagement on the Careers Untapped Project
- Prince's Trust engagement and attendance at recruitment events



Summary of PCAN Voluntary Community Sector Group Workforce Project

Aim: To identify and support North Central London residents who are unemployed, underemployed or that have barriers into employment by directly funding VCS groups in NCL

We selected 7 organisations in NCL to partner with - each embedded in different communities in NCL

Diversity Living
Enfield & Haringey

Gold & Silver Gold
& Silver Interprises
CIC
Haringey

4-22 Foundation
Haringey

WO Consultancy
Enfield

Training Link
Barnet, Camden &
Islington

Skills Exchange
Barnet & Camden

Minority Matters
Camden & Islington

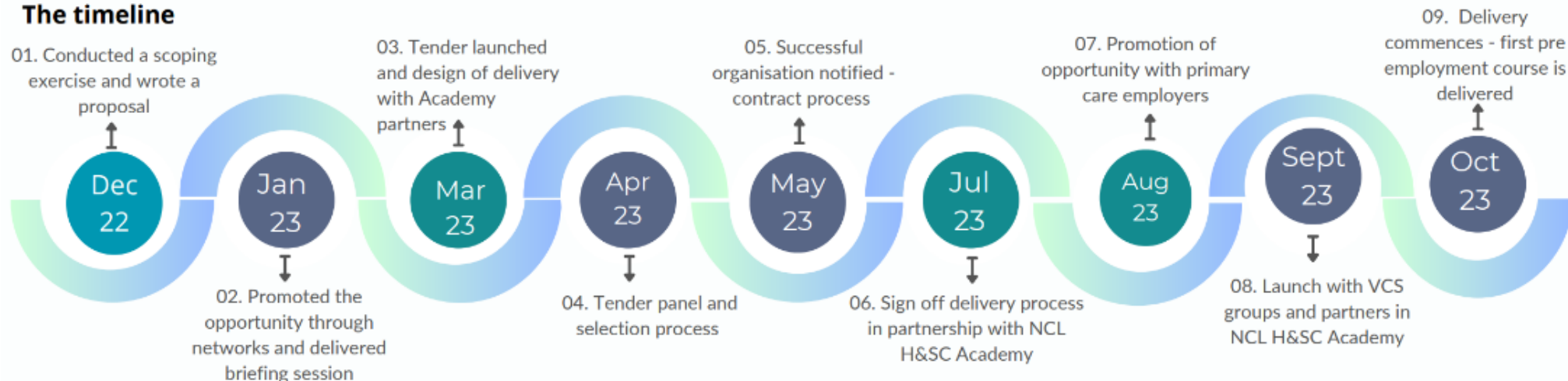
The organisations aim to engage NCL residents from underrepresented groups including ethnic minorities, refugee communities, care experienced young people, women facing barriers into long term employment or in low income single adult households, and those who are experiencing or are at risk of homelessness and those living with a health condition

The VCS Group promote careers in
H&SC with residents and recruit
candidates for the project

Candidates attend a short pre-employment course -
providing the knowledge aspect of the care certificate and
personal development for working in the sector

Learners will be provided with employability
support and links to entry level roles in the sector
- in partnership with the NCL H&SC Academy

The timeline



Primary Care Anchor Networks South East London

Projects: The CARE Programme

What is CARE?

CARE aims to radically improve population health and reduce health inequalities by connecting and empowering the whole health and care workforce and their local communities to design and deliver services that individuals need and want.

CARE is a holistic change approach led by general practice nursing - super connectors! - supporting workforce resilience and leadership development using a combined focus on:

- System-wide engagement - connecting national and local teams and strategies
- Individual activation - using population health improvement projects to anchor learning and demonstrate value
- Applied leadership - creating and maintaining the right environment for change and innovation

CARE's operating principles:

- Customer-led and focused on continuous improvement based on 3 phases and 3 main areas of activity - Spread, Enable, Sustain - currently anticipated to be delivered over a 3 year period.
- Draws on a variety of sources of funding to meet the needs of the programme as it evolves.
- Enables sustainable change and innovation through local system ownership, capacity and capability



Connected, Authentic
Resilient & Empowered



Connected



Authentic



Resilient



Empowered



South East London
Training Hub

Highlights

- We are developing work experience opportunities in Waltham Forest with Trainee Nurses on rotation with Evelyn Odeyemi - PCAN PM, Rey Felek - PCN Manager, Blessing Paul-Palmer - Nurse Educator Facilitator, CPV, Charlotte Stanford-Gibbs – Training and Placement lead, CPV. The group got together to create a draft proposal 'Work Experience Structure – Potential Model for Practices', using the learning from each partner, and using the collated work experience policies that already exist across NEL.
- We have supported the ICS Workforce team to hold a workshop with the Young Person's Panel, to get feedback on a survey aimed at learning about what does/doesn't attract Young People to careers in Health and Care. This is the continuation of the ICBs consultation phase. The Careers Project will continue to support in engaging YP over the summer, to gather feedback and use this to shape the Workforce Plan.
- The Careers Project have collaborated with Jo Barter to set up two Apprenticeship Lunch & Learn sessions. The Careers Project has advertised these opportunities to over 200 Careers Ambassadors in the August newsletter. The sessions aim to raise awareness about apprenticeships, so ambassadors can talk comfortably about them at career events. We will also create a shareable resource, which will support careers engagement.
- Ambassador drop in session continue to attract new ambassadors who are seeking support with the role, and those who want to share feedback.

**PCAN Work
Experience
proposal**

**YPP re-
assembled
for ICS
survey
workshop**

**Apprentice
ship
Information
session
dates set**

**Ambass-
ador drop
in sessions
regular
attendance**

NHS SW London Careers Fairs: Shaping Futures in Healthcare

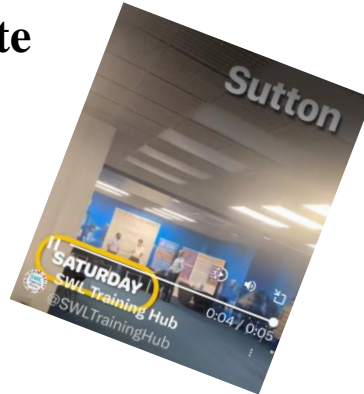
The NHS SW London Careers Fairs is an innovative platform designed to inspire, educate, and connect the future workforce of healthcare in South West London. This poster provides an overview of this dynamic event, showcasing its key components and the valuable opportunities it offers to aspiring healthcare professionals.

We engaged with local schools, colleges and youth groups and had over 300 attendees over 2 days.

The NHS SW London Careers Fairs was an event aimed at fostering the growth of healthcare careers in South West London. With a diverse array of interactive activities and resources, this event equips attendees with the knowledge and connections necessary to embark on successful careers in healthcare.



"The Careers Fairs opened my eyes to the possibilities in healthcare. I'm now pursuing a career I'm passionate about!" - Ina, Student Attendee



Key Event Components

Interactive Workshops: Engage with hands-on activities, simulating real healthcare scenarios to develop practical skills and insights.

Career Talks: Gain invaluable wisdom from experienced professionals sharing their journey, expertise, and tips for career success.

VR Experiences: Step into the future of healthcare through immersive virtual reality simulations, providing a glimpse into cutting-edge technologies and practices.

Live Job Vacancies: Connect directly with healthcare employers, explore job opportunities, and submit applications on the spot.

CV Support: Receive personalized guidance on crafting a standout CV, tailored to the healthcare sector.

Professional Conversations: Network and converse with healthcare experts, fostering mentorship and expanding professional horizons.

Innovation: Introduces attendees to the latest advancements and technologies in healthcare.