



# Primary Care Anchor Networks South East London Projects

Nancy Pretty  
SEL PCAN PM  
[n.pretty1@nhs.net](mailto:n.pretty1@nhs.net)

[www.seltraininghub.co.uk](http://www.seltraininghub.co.uk)

[info@seltraininghub.co.uk](mailto:info@seltraininghub.co.uk)

# 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

# What is CARE?

Resilience and Wellbeing



Population Health

Leadership System Impact

**CARE** is a programme that connects participants with each other, their system and their communities, and creating a collective voice for the Primary Care workforce



Connected



Authentic



Resilient



Empowered



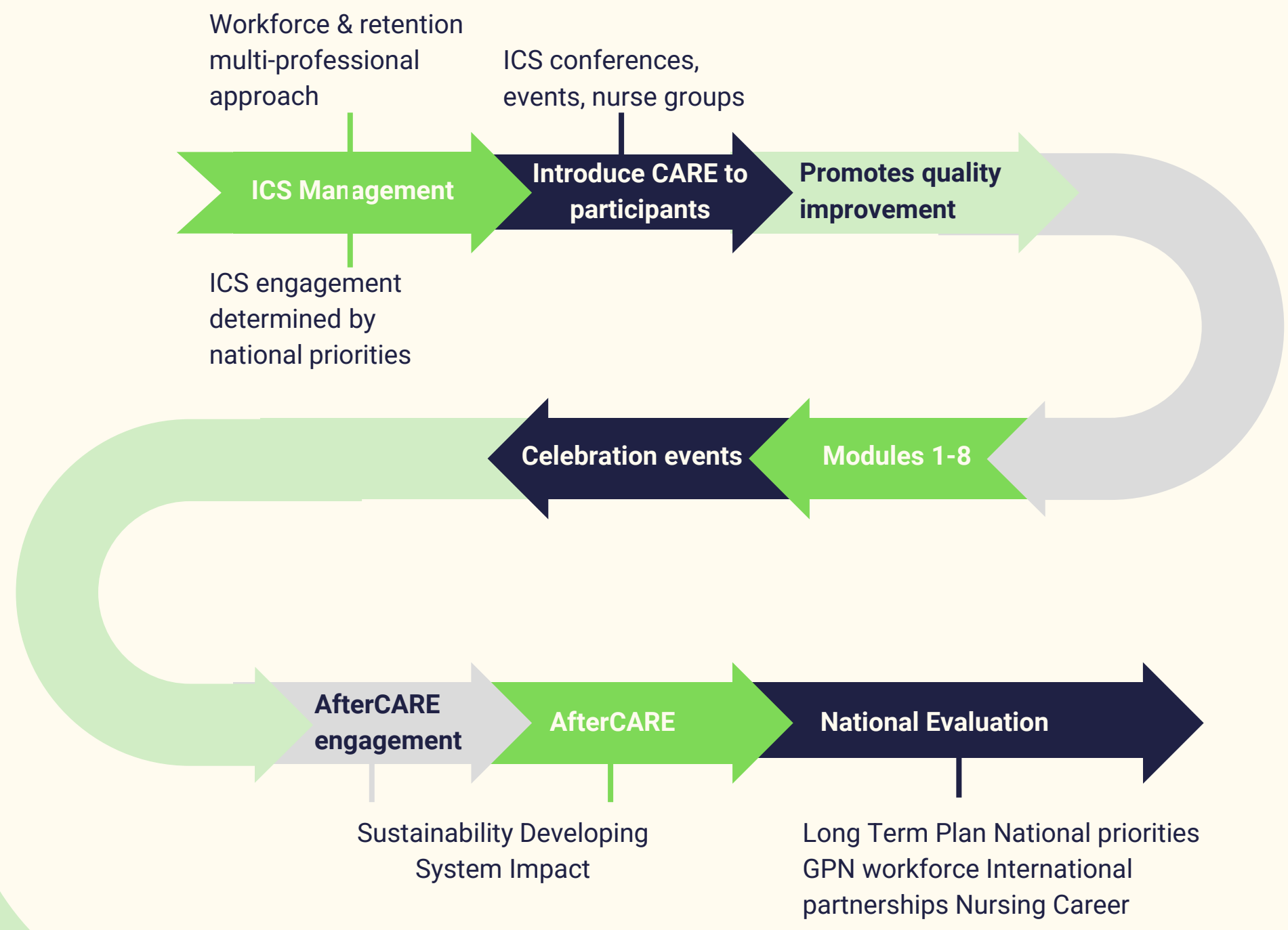
Connected, Authentic  
Resilient & Empowered

# The CARE Programme



**National Programme**  
**Marketing and Communications, NHS ICS**  
**stakeholder relationships, Governance, Local and**  
**National Evaluation**

**National Community of Practice**



# Our Journey

- 7 local churches came together to discuss how they could respond to growing challenge of homelessness
- A rotating winter night shelter was formed
- Paused due to pandemic and risk of transmission
- There was a desire to acquire a permanent building to move away from rotating model
- In 2021 were offered a building by Royal Borough of Greenwich
- Winter night shelter launched January 2022
- Drop in day centre opened May 2022



**GREENWICH**  
**WINTER NIGHT**  
**SHELTER**

**2012**

Local churches responded to homelessness by setting up rotating a winter night shelter

**2014**

GWNs became a registered charity and became established in local community

**2019**

All operations were paused due to the pandemic

**2021**

Decision was made to transition from a rotating winter night shelter to a static model

**2022**

The Winter Night Shelter opened in January 2022 and the Day Centre opened in May 2022

# Our Model

- Two separate services run by Greenwich Winter Night Shelter
- During the winter the two will run together so people have somewhere to go during the day

## Winter Night Shelter

- Emergency accommodation for 13 people in individual rooms
- People referred in by partnered referral agencies
- Operates between October - March

## Day Centre

- Open drop-in centre for anyone who's homeless or at risk of homelessness
- Mondays, Wednesdays, Fridays 9am-1pm
- Operates all year round

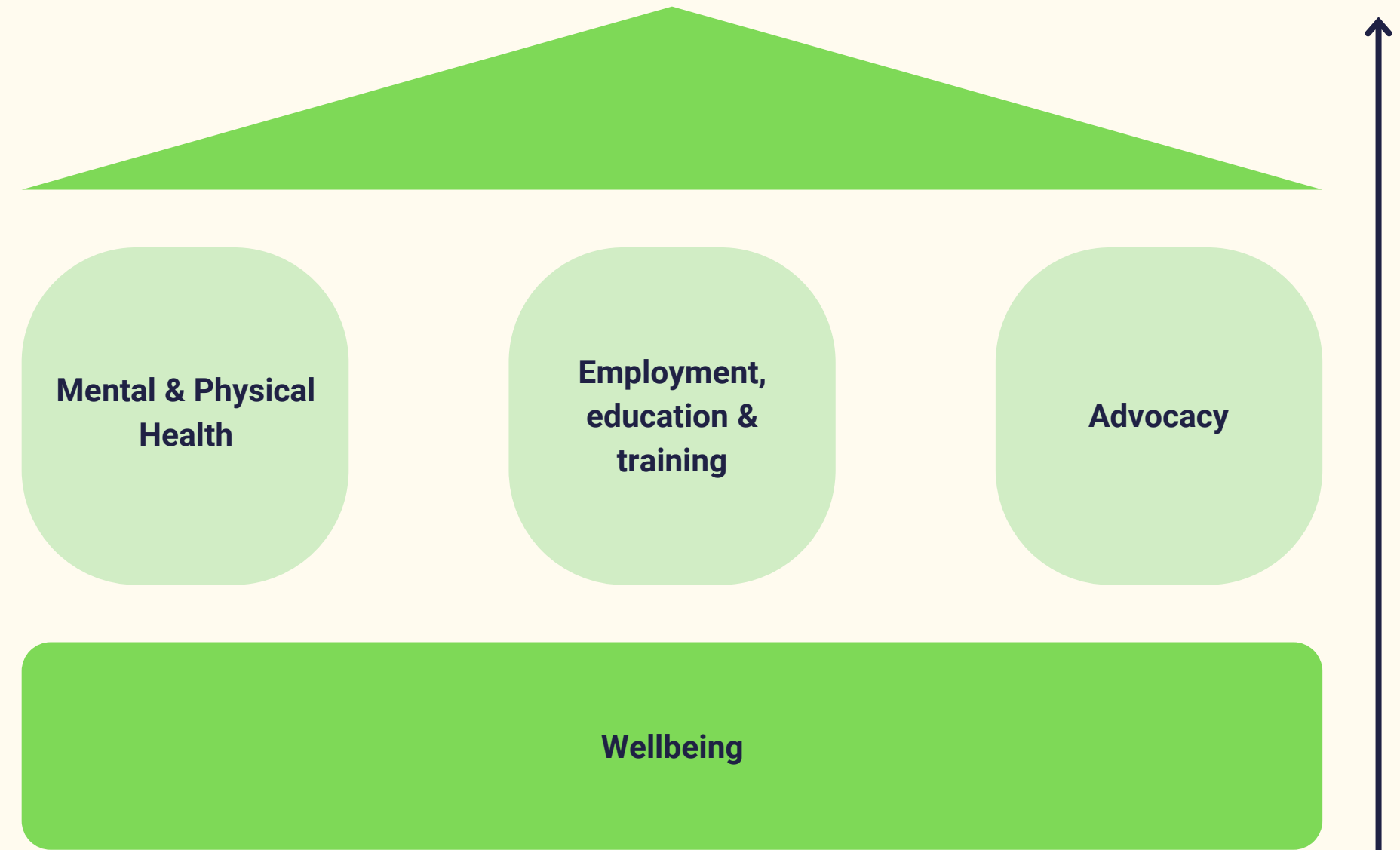
How can we work towards breaking the cycle of homelessness?  
Day centre is open to anyone who is homeless or at risk of homelessness

In day centre all activities are focused around 4 key areas

- Wellbeing and basic needs,
- Employment and training
- Health, access to GP
- Access to benefits and services

## The Day Centre

Mon, Weds & Fri 9-1pm  
All year round



How can we help to break the cycle of homelessness

Working to develop/initiate relationships with local organisations  
Looking forward to developing and strengthening these ties

## Working collaboratively



*Social business and sustainable communities*



Making change count for homeless people



## One Bromley Career Programmes

The One Bromley Cadets programme aims to provide young people with a wider understanding of a range of Health and Care careers in Bromley and to improve their potential career prospects

Our first pilot programme launched in April 2022 and was attended by 18 students aged 16-18

The programme ran after school over 8 weeks and included both virtual and face to face sessions

Sessions were designed to inform the students about

- Various health and care careers,
- The routes into this kind of work,
- CV/job application tips
- Let them experience first hand tours/immersive experiences in health and care settings such as the Princess Royal University Hospital and Orpington Health and Wellbeing Centre

Fantastic feedback from the students and their teachers

We have had 38 Cadets complete the Cadets programme in total this year and are currently planning our next cohorts for 2023.





# One Bromley Health and Care Careers Insight Week

One Bromley are planning a virtual One Bromley Health and Care Careers Insight week for young people w/c 23rd January 2023 hosted by Springpod

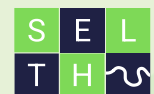
The week will be aimed at young people aged 14-19, and will promote Health and Care careers in Bromley

Within the programme there will be four main modules and three live webinars which will involve a panel of up to five One Bromley professionals who will be asked questions on their role and how they got into it. Student participants will also have a chance to have their questions answered by the Q&A panel.

The four main modules are:

- An introduction to One Bromley
- AHPs and Social Work
- Nursing and Midwifery
- Medics, Dentists, Psychologists and Pharmacy

The virtual insight week will be open to up to 200 students in Bromley and the local area and it will then be available on-demand for a further 100 students to access throughout 2023



# One Bromley Careers Ambassadors

Launched our One Bromley Careers Ambassador programme in March 2022 and had 24 Career Ambassadors sign-up, with 13 attending an induction and training session on 7th March.

The Ambassadors are from a range of different clinical and non-clinical roles across One Bromley organisations; including Nurses, Doctors, Allied Health professionals and staff from IT, Recruitment and Training.

Ambassadors have since assisted with face-to-face career fairs, career networking events and presenting/facilitating workplace tours for the One Bromley Cadets programme

Aiming to produce short day in the life 'vlog' videos to be used for future career fairs/recruitment initiatives.

## Career Fairs

One Bromley Careers Ambassadors attend a range of careers fairs with a focus on those in the Bromley Borough including those organised by schools and one arranged jointly with One Bromley partners.

Attending local school career fairs and career networking events helps us to promote Health and Care careers to a range of young people from years 7-13.

We have found this is a great way to introduce students and young people to the many careers in Health and Care and promote different routes into careers such as apprenticeships

# Prince's Trust Supporting Primary Care Recruitment



Two lunch and learn sessions held in September and October  
 Attended by 31 Practice Managers/ Head of Workforce across London  
 Prince's Trust provide support for 16-30 year olds into employment  
 Will help with writing CVs, interview preparation, mentoring and financial support

Youth Development Leads will attend recruitment events

Contact Sarah Bowman, Head of Partnerships, Health and Social Care (South Region)

[sarah.bowman@princes-trust.org.uk](mailto:sarah.bowman@princes-trust.org.uk)



**START SOMETHING**  
 Prince's Trust

Are you interested in starting your H&SC career? Are you 16-30? Get in touch to receive support with your application.

Click here to apply\* for FREE support:

CV, supporting statement guidance and mock interview sessions  
 How to navigate NHS Jobs / Trac  
 Preparing for onboarding checks  
 Up to £500 financial support

ELIGIBLE FOR 16-30-YEAR-OLDS WHO HAVE THE RIGHT TO WORK IN THE UK.

NHS Health Education England

**START SOMETHING**  
 NHS Health Education England Prince's Trust

**THE PRINCE'S TRUST SUPPORT 16-30-YEAR-OLDS TO START THEIR CAREERS IN THE HEALTH AND SOCIAL CARE SECTOR. PRIMARY CARE JOBS.**

In the last 8 weeks, we've had more than 90 young people in London contact us to get a job in H&SC. So we want to work with you to help those candidates kick start their careers in Primary Care.

- Do you want to recruit from your local communities, to fill your vacancies in primary care?
- Do you want to change a young persons life?
- Do you want to achieve your widening participation goals?

We work closely with our young people to provide them with sector based knowledge and employability skills to help them prepare for employment in Primary Care.

Please join us in attending this lunch and learn to find out more about the offer from The Prince's Trust and how it can help you.

Lunch and learn event  
 1-2pm, 28 September  
 OR  
 6-7pm, 12 October

Scan the QR code to register online, or follow the link <https://forms.office.com/r/LQEae0EE60>

**START SOMETHING**  
 Prince's Trust

**THE PRINCE'S TRUST SUPPORT 16-30-YEAR-OLDS INTO H&SC CAREERS.**

Refer your applicants to our programmes to receive additional employability support.

**HOW WE CAN HELP YOUR 16-30 APPLICANTS**

Mentoring and financial support available at all stages.

- Pre-application support: CV & supporting statement guidance. How to apply on Trac/NHS Jobs.
- Pre-interview support: Mock interview practice. Confidence, comms & resilience.
- Post-interview support: Helping candidates prepare for onboarding checks.
- Ongoing support: Mentoring, financial support and workshops.

**HOW WE CAN HELP AT YOUR RECRUITMENT EVENTS**

Invite our Youth Development Leads along to your recruitment events to provide:  
 CV & supporting statement sessions.  
 Mock interview workshops.  
 Guidance on how to apply on Trac/NHS Jobs.

An information stall to offer:  
 Mentoring & financial support  
 Employability and personal development follow up workshops

# General Practice Nursing London EQUITY NOW

GlobalTalentCompass is a leadership consultancy which specialises in supporting the development of equitable Systems.

“We believe that equity is both a science and an art and our mission is to support leaders to develop into authentic leaders of equity, who have the confidence, competence and capability to lead effectively across cultural boundaries.”

EquityNow is designed for GPN'S who have completed a leadership programme and are ready for the next step in their careers and to benefit from the power of sponsorship.

## Primary Care Ambitions

- A reduction in the barriers to promotion experienced by GPN's from the global majority (GM) and a commitment to deconstruct racism within the workforce and population/patient experience.
- Adoptions of sponsorship as a vehicle to remedy the absence of GPN's at the top of the workforce.
- Create an equitable pipeline of GPN's from the Global Majority who will offer a pool of talent which can supply the demand for talent across a primary care network without the boundaries.
- Centre anti-racism as a standard approach to development care projects, talent management and population of health
- Embrace cultural competence as a core leadership capability for primary care leaders.

# Leadership & RACE EQUITY

Primary Care is in the midst of a significant transformation which is being driven by multiple factors but it is clear that the role of General Practice Nursing (GPN's) is central to what Primary Care will become.

Radical improvement and holistic change cannot become a reality without addressing the disconnect that exists at the between the formal agents of system change and those who exist at the perimeters of society.

The unequal health outcomes which characterise the lives of disenfranchised and superdiverse populations which exist in London, cannot be improved without bringing race equality in the DNA of CARE.

EQUITY NOW: PCN LONDON is designed to ensure that for GPN's in London, equity is not just a word but is a real element of their experience in the workforce, as leaders and collaborators in an integrated system, designed to close the gap on inequalities.



# Equity Now Programme

- 15 pairs of sponsors and sponsees to be identified from across London
- 3 pairs per ICB

## Identify Sponsors

- 3 senior nurse leads to be identified by each ICB/Training hub Lead nurse
- Examples Director of nursing, chief nurse, ICB/ICS, not forgetting HEE and NHSE lead nurses

## Identify Sponsees

- 3 sponsees per ICB to be identified from previous CARE cohort or recognised leadership programme, from BME/GM
- All the ICB/ Training Hub lead nurses to contact locality leads for nominations for suitable candidates.
- Nominees must receive, from locality lead nurses, Equity Now slide deck and short paragraph in email to explain where this has come from and the aim of the programme

# Equity Now: GPN LONDON Programme

## Assessment

- Strengthfinder Assessment
- 121 feedback session (sponsees)

## Masterclasses X5

- Understanding Sponsorship
- Becoming Anti-Racist
- Equitable Talent Management
- Race Equality Improvement
- A Public Health Approach to Racism

## Group Coaching/Public Health

- Cultural Coaching for Improvement x2
- Sponsor Pairing and support hub x2
- (1.5hrs per session)

Total Time Commitment: 17hrs over a 3 month period  
PHR Community for Improvement is an ongoing offer  
All elements are delivered virtually



