

People Matter:

Widening Participation in Health and Care

People Matter: Widening Participation in Health and Care

Feedback & Evaluation

July 2017

Presented by



In partnership with



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People Matter: Widening Participation in Health and Care

1 | Background & Introduction

Background

People Matter: Widening Participation in Health and Care was first held in 2016 and launched by The Institute of Vocational Learning and Workforce Research (IVLWR) at Bucks New University, with support from Health Education England. The People Matter initiative is to demonstrate how widening access to higher education and employment - by increasing the talent pool - will enable a more diverse and inclusive health and care workforce that is representative of the people it serves.

Last year's event took place at The Crystal in East London and hosted approximately 180 delegates* from across the country who described it as "stimulating" "informative", "energising" "vibrant" and "inspiring".

People Matter 2017

People Matter: Widening Participation in Health and Care recurred again on 27th July 2017 at the Royal Society of Arts in London. This year's conference was delivered by The National Education Opportunities Network (NEON) in partnership with Health Education England, and Skills for Care.

The National Education Opportunities Network (NEON) is the forerunning organisation supporting those involved in widening access to higher education for learners from underrepresented backgrounds. NEON has over 80 member organisations from HE institutions (HEIs), schools, colleges, the voluntary sector, professional bodies and employers, and over 850 individuals in its network.

NEON enables professionals at all levels, and in all sectors, to affect change in their own organisations and communities by increasing the professionalization of widening access work through development and accreditation. With a remit in developing and enhancing practice and quality in widening access work, NEON were delighted to lead on delivering People Matter 2017.

The conference this year was designed to inform delegates of the issues surrounding widening participation, and address workforce supply challenges in health and care in regards to career progression for people from disadvantaged backgrounds. On the programme were a range of keynote speakers, interactive breakout sessions, industry specific exhibitors and a panel of experts from across the sector. The objectives of People Matter 2017 were to strategically impact, showcase good practice and innovation, deliver workshops, promote networking and re-energise/ call delegates to action. These measures are part of the overall success criteria agreed on by all collaborative parties in table 1 of the appendix.

Method

Recruitment

The recruitment strategy for People Matter 2017 was to approach more strategic level representatives who would be better positioned to influence change from an organisational standpoint. This differs from with last year's method which involved reaching out to delegates from all levels within the sector for the debuting of People Matter.

Promotion of People Matter which went out via NEON and HEE direct mail, social media (particularly twitter), the NEON website and word of mouth, yielded a return of 180 bookings and a waiting list of 54. 163 delegates from the 180 person delegate list were marked as having attended; an attendance rate of 90.5%. This number does not include many of the exhibitors, some of the speakers and also additional attendees who showed up on the day.

Retention

Ensuring that bookings translated into attendees was a key objective for this year's conference as fall-out rate at People Matter 2016 was noticeably high. Although 180 delegates attended People Matter 2016, the total number of bookings for the event was 300. This was largely due to the location of the venue which was out of convenient range for would be delegates.

Having a more select delegates list this year made it all the more essential to take measures that would negate delegate cancelations. One of these measures was the introduction of a £50 'did not attend' fee to the event booking terms and conditions. Given that there was no charge to attend the event, this was a reasonable and necessary step. There was also a concerted effort to engage in pre-conference dialogue to give delegates an opportunity to withdraw their bookings beforehand if the need so arose.

Feedback Forms

To evaluate People Matter 2017, feedback forms were distributed to, and collected from, attending delegates (as is detailed in the success criteria). Members of the organising team collected feedback forms from delegates at the end of the day and in total 50% of the feedback forms were returned.

This report will present an evaluation of People Matter 2017 based on the qualitative and quantitative data gathered from delegate responses to questions asked on the feedback form.

2 | Programme

As mentioned above, the principal objectives of People Matter 2017 were to strategically impact, showcase good practice and innovation and re-energise/ call delegates to action. To best achieve this, the programme was designed to specifically equip high-level, strategic personnel with insight and tools to implement organisational changes, and ultimately impact the health and care workforce. The programme (depicted below) included three research presentations, two practical breakout sessions, a panel segment titled: How you can take widening participation forward in your organisation and a keynote speech from the Minister of state for the Department of health Philip Dunne.

People Matter 2017 Programme

09:00 – 09:45	<i>Arrival, Registration, Refreshments, Exhibition</i>
09:45 – 10:00	<i>Introductions & Strategy Research</i> Dr Graeme Atherton , Director, National Education Opportunities Network (NEON)
10:00 – 10:15	<i>Widening Participation in Health – Achievements and Challenges</i> Laura Roberts , Director (North), Health Education England
10:15 – 10:30	<i>Setting the Scene in Social Care</i> Bridget Robb , Former CEO, British Association of Social Workers (BASW)
10:30 – 11:00	<i>Widening Participation and Social Mobility: Why it matters – ‘Snowy White Peaks’</i> Roger Kline , Research Fellow, Middlesex University & Co-Director, NHS Workforce Race Equality Standard: Engagement and Research
11:00 – 11:30	<i>Strategic Framework – What comes next? & Collaborative Targeted Outreach Programme (CTOP)</i> Dr Nasreen Ali , Senior Research Fellow in Public Health, Institute for Health Research - University of Bedfordshire
11:30 – 11:50	<i>Refreshments Break</i>
11:50 – 12:50	<i>Breakout Sessions</i> NHS Employers and Greater Manchester NHS Careers Hub
12:50 – 13:35	<i>Lunch, Exhibition and Networking</i>
13:35 – 14:35	<i>Breakout Sessions</i> NHS Employers and Greater Manchester NHS Careers Hub
14:35 – 14:50	<i>Refreshments Break</i>
14:50 – 15:05	<i>Inspirational Story</i> Ciaran Grafton-Clarke , Founder and Chair, EdMed
15.05 – 16.05	<i>How you can take widening participation forward in your organization – Panel Discussion</i> Caroline Hill , Senior National Account Manager, Department for Work and Pensions Lela Kogbara , Director of Employment Programmes, NHS England Paul Fitzgerald , Equality and Diversity Manage, East Midlands Ambulance Service Dr Gail Nicholls , Associate Professor in Primary Care & Director of Admissions, School of Medicine – University of Leeds Bridget Robb , Former CEO, British Association of Social Workers (BASW) Laura Roberts (Chair) , Director (North), Health Education England
16:05 – 16:35	<i>Widening Participation in Health and Care – Why it matters to government – Keynote Speech</i> Philip Dunne MP , Minister of State (Department of Health)
16.35 – 16:50	<i>Closing Remarks</i> Dr Graeme Atherton , Director, National Education Opportunities Network (NEON)
17.00	<i>Close</i>

3 | Feedback

The feedback data forms the basis of assessment for the impact and success of People Matter 2017 and as stated in the opening segment, 50% of feedback forms (see example below) were collected. In retrospect, retrieving feedback forms at the end of the day excluded those who did not stay for the duration of the programme. Looking forward, creating more opportunities to capture feedback forms from part-day delegates may increase intake of forms.

In addition to the feedback forms, delegates took to twitter to comment and share thoughts on the conference using the #PeopleMatter hashtag. Delegate twitter engagement consisted of 103 tweets that covered various elements of the conference including: keynote speakers, breakout sessions and the panel. A comprehensive list of twitter feedback from the day can be found in section 9 of this report.

People Matter 2017 Feedback Form



People Matter 2017 – What’s next for widening participation in health and care?

Feedback Form (27th June 2017)

1. How useful have you found the event? *(Please rate 1-5 where 5 is excellent)*
2. What has been the most valuable part of People Matter 2017?
3. What was your preferred presentation(s) during the conference and why?
4. Which elements of the event could have been improved?

Please turn the page over to finish the feedback form

5. Please rate the following aspects of the conference:

Aspect of the Conference	Very useful					Not useful
	5	4	3	2	1	
Ease of booking	5	4	3	2	1	N/A
Pre-event information	5	4	3	2	1	N/A
Joining instructions	5	4	3	2	1	N/A
Venue	5	4	3	2	1	N/A
Catering	5	4	3	2	1	N/A
Quality of presentations in the Great Room	5	4	3	2	1	N/A
Usefulness of the panel discussion (will it inspire you in taking this work forward in your organisation?)	5	4	3	2	1	N/A
Exhibition stands (Did they share best practice and useful information?)	5	4	3	2	1	N/A
Opportunity for networking	5	4	3	2	1	N/A
Quality of breakout sessions	5	4	3	2	1	N/A

6. How did you hear about this event?

Communication Type	Please mark your answer here
Email from NEON	
Email from HEE	
Word of mouth	
NEON Website	
Other (please specify)	

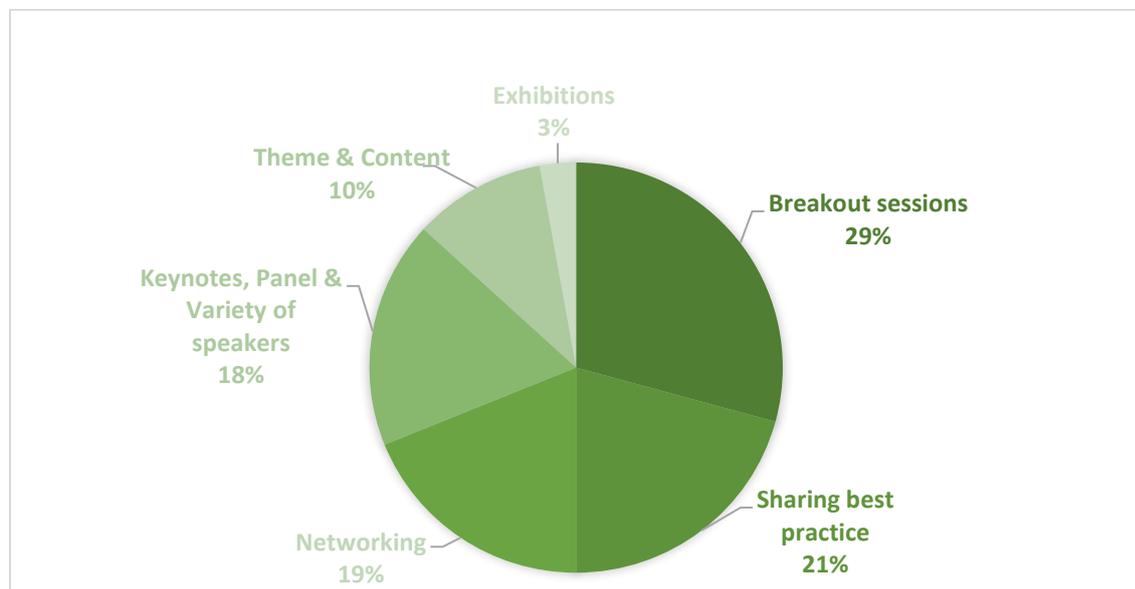
7. Which aspect of today’s conference has encouraged you to take action?
8. Any further comments?

Thank you for attending the event and taking the time to complete this questionnaire.



4 | People Matter 2017: Usefulness

People Matter 2016 was evaluated by 27% of delegates as excellent and 52% as very good. This year’s conference once again delivered on value, and attending delegates gave it an average score of 4 out of 5¹ overall on a scale that measured usefulness.



Q2 Graph: Spontaneous (unprompted) responses

Delegates were asked to identify the most valuable part of the People Matter conference² and the breakout sessions were highlighted by the majority of respondents (29%) as being the most valuable part of People Matter 2017. Reasons for this are that the discussions held during the sessions were, according to verbatim comments, ‘stimulating’, in addition, delegates enjoyed engaging in ‘interactive/practical activities’.

Furthermore, a combined percentage of 40% of respondents cited sharing best practice and networking as the most valuable elements of the day. Providing good opportunities for professionals across the sector to share best practice and network enabled them to not only make new contacts, but also learn from one another and glean insights during this time.

10% of Delegates also recognised the overall theme and content as a valuable aspect of this year’s People Matter conference. They found the programme sufficiently diverse, and thought various elements were particularly informative; the variety of keynotes and speakers as well as the panel were given as examples of such. The exhibitions were an additional value contributing factor— displaying information and services that delegates found to be useful. Exhibitors however would have liked more of an opportunity to explore different aspects of the event, such as the exhibitors in the other room and the various sessions held throughout the day.

Voxpops defined as “popular opinion as represented by informal comments from members of the public”³ were video captured at the closing of the event to feed in to the evaluation. Delegates were asked at random to speak briefly on why they attended the conference and what they found

¹ Q1. How useful have you found the event. Please rate 1-5 where 5 is excellent

² Q2. What has been the most valuable part of People Matter 2017?

³ Vox pop - definition of vox pop in English, Oxford Dictionaries: https://en.oxforddictionaries.com/definition/vox_pop

interesting about it. Their responses help broadly illustrate how satisfied delegates were with People Matter 2017. The following quotes are taken from some of the answers that were given:

I came to this event because...

"I wanted to learn more about how we can inspire the NHS workforce of the future"

"I wanted to learn more about widening participation and what's been happening in different regions"

"BAME groups need to be included in discussions about widening participation so that we can have a workforce that is as diverse as the communities it serves"

It's been interesting because...

"I lead on a lot of the projects that form the basis of my organisation's widening participation agenda and it's a rare opportunity to see that work coming together as a coherent strategic whole and very rewarding at the same time"

"It's been really exciting to be here listening to different conversations and it's given me food for thought in going back to my organisation and looking at the opportunities that we have for our workforce"

"We've covered a whole range of issues which have made me realise just how broad the whole widening participation agenda is"

"It confirms that in many ways we have some work to do in widening participation and inclusion, it's going to take all of us to do this work, we all have something to contribute and this conference confirms that; some great ideas in the room"

"In the theme of equality and diversity it's opened my eyes, and I've heard different opinions, and experiences and from different regions about the different initiatives and creativity they've used to take their strategy forward"

5 | Preferred Presentations⁴

As indicated by the Q2 graph above, the breakout sessions were a highpoint of the day's agenda. The Greater Manchester NHS Careers Hub breakout session was mentioned by a majority of 45% of delegates in comparison to other presentations that were mentioned. It is where many delegates said that they learned about tools and models that could be replicated in their own organisations. The workshop was said to be 'informative' and 'motivating' and delegates noted that they left with new ideas. Likewise, good discussions were had during the NHS Employers breakout session. Delegates liked being able to hear what others are doing in their organisations, and left with points to think about.

Another presentation popular among delegates was that of Roger Kline. The research fellow at Middlesex University Business School spoke on his research in a presentation titled 'Widening Participation and Social Mobility: Why it Matters - 'Snowy White Peaks'. 15% of delegates stated that the evidence he presented was 'challenging', 'thought provoking' and made an impact on listeners.

Similarly Ciaran Grafton-Clarke's inspirational story resonated with delegates and 15% of them referred to his presentation as one that they preferred. Ciaran is a medical student from a widening participation background and founder of EdMed (a society under the Liverpool guild for students that works to widen participation into medicine for under-represented groups). Having a live reminder, and representation of the outcomes that Widening Participation work has in people's lives was an aspect that delegates referred to as having encouraged them to take action (see below) leading on from the conference.

Delegates also heard from the Minister of state for the Department of health Philip Dunne on the significance of the Widening Participation agenda to government. His address drew attention from delegates who stated that his presence was notable and reinforced the importance of their collective roles. They also found having the opportunity to ask him questions beneficial.

Aspects that Encouraged Action⁵ - Responses to open ended questions

- 'BME focus'
- 'Focus on engagement with schools'
- 'Networking', 'discussions', 'sharing of best practice'
- Ciaran Grafton-Clarke: 'Inspirational', 'Address of WP issues for medical placements'
- The entire programme and theme: 'Encouraging', 'inspiring', 'relevant'
- Breakout sessions:
 - Greater Manchester Career Hub: Showed delegates ways that their organisations 'website could be improved', gave 'work experience ideas', 'shared examples and models'
 - NHS Employers: Gave delegates salient 'points to think about', 'raised awareness'

⁴ Q3. Which presentations were preferred and why?

⁵ Q7. Which aspects of today's conference has encouraged you to take action?

6 | Elements That Could Have Been Improved⁶

Although broadly enjoyed and perceived as valuable, 22% of delegates thought that there were elements of the breakout sessions that could have been improved. Respondents expressed that they would have liked for there to have been more than two workshops to attend (as was the case at last year's conference which ran 10 workshops/breakout sessions). Comparisons were made between the workshops, and delegates found that they were able to take away clear action points from one in particular and would have liked if this was the case for both. The standing arrangement (as requested by workshop leader) of one of the workshops was another aspect that delegates disliked, and there were also mentions that this workshop could have been 'facilitated better'.

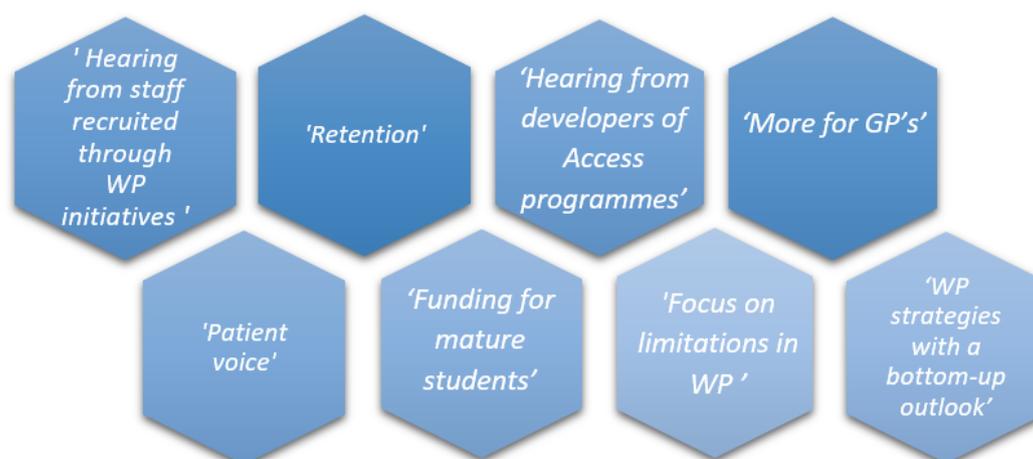
34% of delegates indicated that 'catering' was the element that could have been most improved at People Matter 2017. For lunch a selection of dishes were distributed in bowls by RSA catering staff. However, despite the food itself receiving good reviews, much of the negative feedback came from delegates saying that the portions were too small for a lunch 'meal'. In hindsight, this issue may have stemmed from a miscommunication (or lack thereof) that led attendees to presume that there was a limit on how many food bowls they could take. Delegates further stated that they would have liked for the food to be circulated quicker and thought the system was 'confusing'.

On a similar note, this year's venue proved popular with the majority of delegates (please refer to Q5 graph in appendix) but presented elements that they thought could have been bettered. To accommodate all exhibitors on the day, the exhibition space was spread across two rooms. Delegates thought having separate exhibition rooms limited networking, and found having to navigate around the building (to access the toilets, exhibition rooms, breakout sessions and lecture theatre) tricky and could have been minimised. In spite of this, the Royal Society of the Arts was selected because it satisfied several criteria for the venue that would best host People Matter this year. The location of last year's conference impacted the turn out rate on the day, so it was essential to find a venue that was more central and in close proximity with Westminster to allow for ministerial input. The venue also needed to have a lecture hall to house all delegates during presentations, large enough rooms for breakout sessions and space for exhibitors. Limited venues in London could provide such and the RSA was a more than viable option.

Furthermore, although delegates commended the quality of the panel, they found that the individual introductory speeches –that all 6 panellists were asked to give –took out a lot of time from the hour long segment. These panel introductions, which were to last 5 minutes each, ran over and delegates would have preferred to use this time putting questions to the panel thus encouraging more debate.

In addition, there were a number of topic areas that delegates suggested could have been included in the theme and content of the event, or would like to see feature in future iterations of People Matter, some of which are as follows:

⁶ Q4. Which elements of the event could have been improved? (Q4 Graph in appendix)



7 | Overview Recommendations

Feedback for People Matter 2017 was generally positive, however the question of whether the conference made strategic impact, and catered to a consortium of senior level delegates is better addressed by taking a deeper look at several points highlighted in the data.

Firstly, the elements of the conference that were most popular among delegates or highlighted as most useful reveal a lot about the seniority of delegates in attendance. The data shows that delegates picked out the breakout sessions as the most useful part of the conference and preferred them over other key aspects such as the content, keynotes and panel. The breakout sessions were once again the focal point in delegate responses to elements that could have been improved (Q4). Such heavy emphasis on less strategic elements such as ‘networking’ and ‘breakout sessions’ describes a consortium of delegates that have an operational focus. Further to this, delegate suggestions of subject areas for subsequent events (above) supports this view i.e. “hearing from WP staff recruited through WP initiatives” and “WP strategies from a bottom up perspective”.

In response to Q7, delegates failed to specifically outline aspects that encouraged them to take action. Answers were for the most part general and included ‘sharing best practice’, ‘networking’, and ‘the entire programme/theme’. It begs the question, ‘Is this the perspective of an executive level representative? And are these the aspects that would encourage a managerial delegate to take action?’

On the other hand, there is evidence that reveals a strong presence of strategic level delegates in attendance at People Matter 2017. The randomly selected delegates who spoke in the Vox Pop are an example of this, with responses that alluded to leading projects concerning the WP agenda, and exploring opportunities for the workforce. In addition, the delegates list and waiting list (see appendix Fig. 1 and Fig. 2) further indicates that a large majority of senior and lead representatives from HEE, NHS and 3rd sector organisations were to be in attendance on the day.

Despite the findings of the feedback form data, the information detailed is based on responses from 50% of the delegates that were in attendance on the day, and as a result is only indicative. The true extent to which People Matter made strategic impact, showcased good practice and innovation and re-energised/ called delegates to action can only be gauged from a more substantial sample of delegate feedback.

In light of the issues highlighted in this report, the following recommendations will help minimise and prevent recurrences of such in future iterations of People Matter.

Recommendation 1: Develop strategies to maximise feedback form intake

This could include greater prompting of delegates to complete feedback forms during the course of the day, clearer indication of where or to whom feedback forms should be returned, and sending follow up emails to those who didn't hand in feedback forms to increase uptake rate.

Recommendation 2: Explore ways to maximise retention

Not just on the day but throughout the day so that feedback is wholly inclusive.

Recommendation 3: Build a programme that will better engage the target audience

The People Matter 2017 evaluation data and delegates list show that strategic level attendees were in attendance at the conference, but there was significant focus on more operational aspects in the feedback which reveals a degree of disparity between the programme and the intended audience. To achieve maximum impact it is vital that the programme is tailored to the attending delegates, be this strategic or operational.

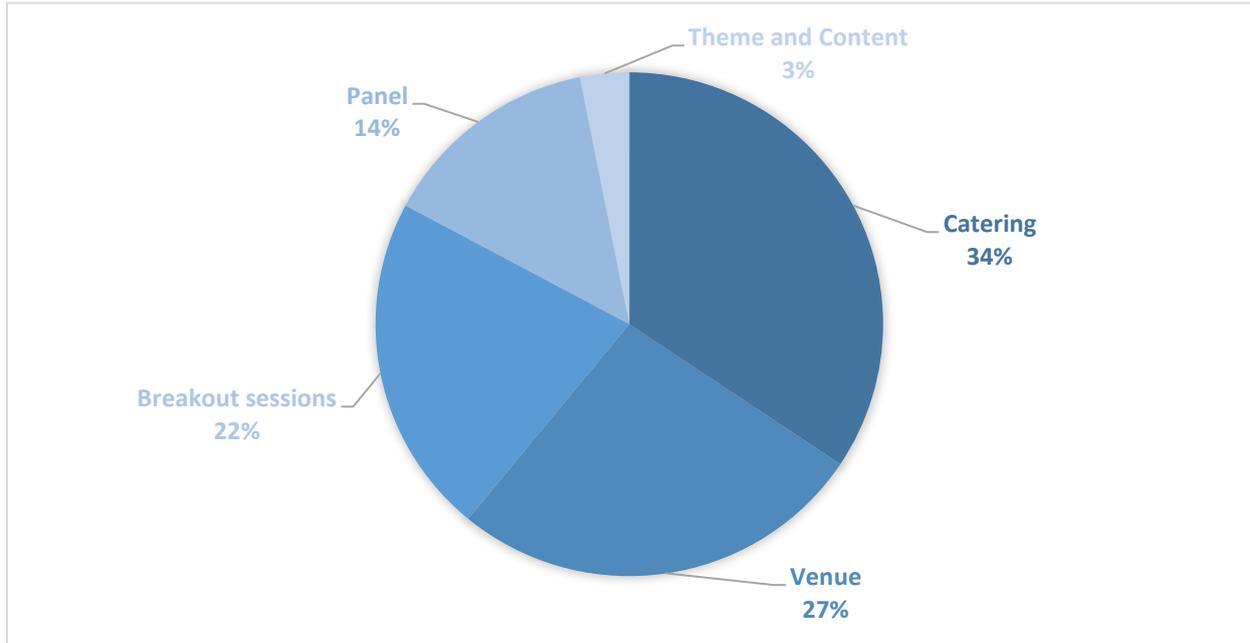
8 | Appendix

i - Table 1: People Matter 2017 - Success Criteria – Measures of Impact

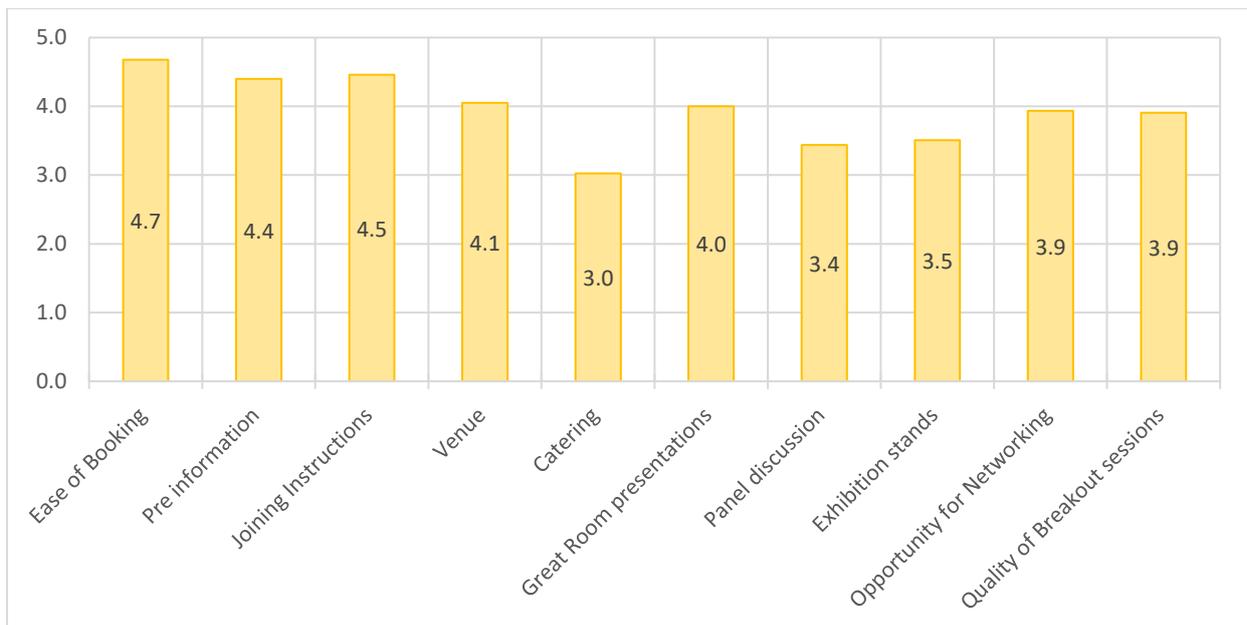
ID	Success Criteria	Measures	Comments/notes
C1	Strategic Impact	a) Q&A Panel – range of questions and	Via delegate feedback
		b) GA Research – key findings presented to	Via delegate feedback
		c) Roger Kleins – impact in evaluation	Via delegate feedback
		d) Key note Speaker – inspirational key	Via delegate feedback
		e) Well written and executed brief for	Who will this be on the
C2	Showcasing Good Practice and Innovation	a) All exhibition stands will be delivered at	
		b) All 14 exhibitors will turn up on the day	
		c) Each stand will showcase good practice	Via delegate feedback
	Workshop Delivery	a) 2 workshops delivered back to back	
		b) Delegate feedback to provide levels of	Via delegate feedback
C3	Networking	a) Overall opportunity for networking during	Via delegate feedback
C4	Venue	a) Overall appropriateness of the venue –	Via delegate feedback
		b) Catering – quality/amount of food,	Via delegate feedback
C5	Re-energising/Call to Action	a) Delegate feedback – Did each speaker	Via delegate feedback
		b) Workshops – feedback from evaluation	Via delegate feedback
		c) Vox-Pops – delivered on day and	
C6	Delegates	a) 180 max capacity (180 sign up to attend)	
		✓ 80% attendance	
		✓ 50% return of evaluation forms	
		b) Appropriate and useful delegate packs	Via delegate feedback

Date Agreed by all parties: Version 4, created on 25th May 2017

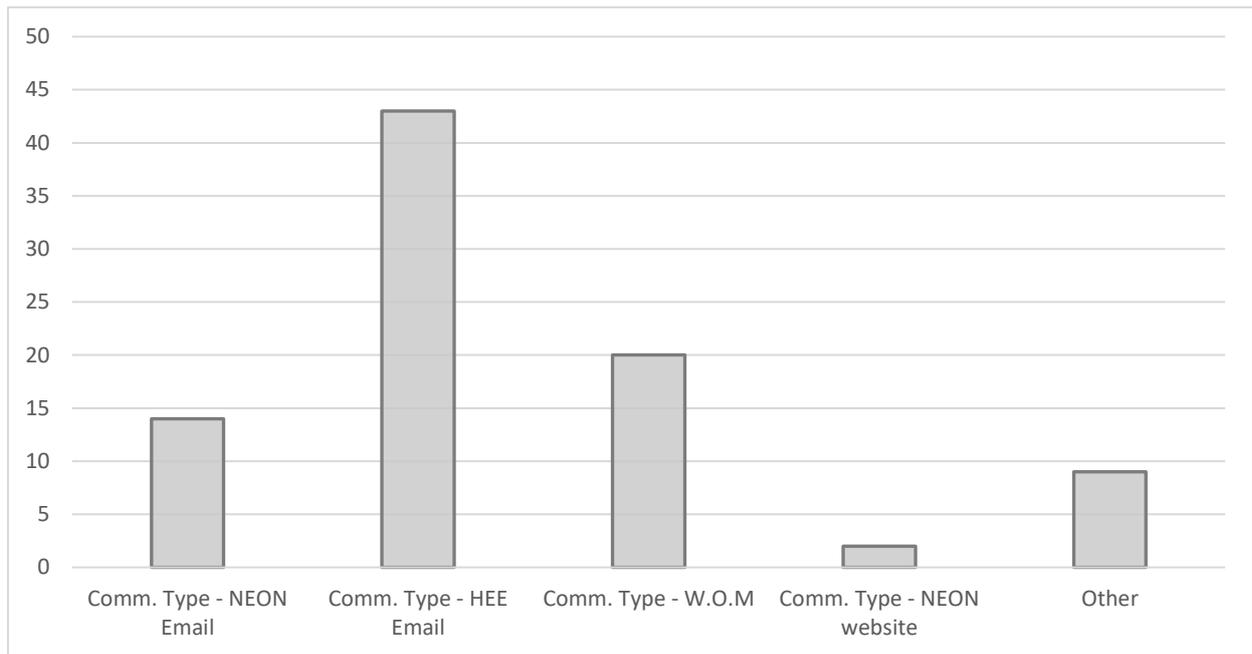
ii - Q4 Graph: Which elements of the event could have been improved?



iii - Q5 Graph: Please rate the following aspects of the conference



iv - Q6 Graph: How did you hear about this event?



v - Fig. 1: People Matter 2017 Delegates list

People Matter 2017 – What’s next for widening participation in health and care?

Delegates List (27th June 2017)

First Name	Last Name	Organisation	Position
[Redacted]	[Redacted]	Health Education England	National Senior Programme Manager - Widening Participation
[Redacted]	[Redacted]	University of Bedfordshire	Senior Research Fellow In Public Health
[Redacted]	[Redacted]	Plymouth University	Senior Lecturer In Biomedical Sciences
[Redacted]	[Redacted]	City, University of London	Lecturer/Admissions Tutor
[Redacted]	[Redacted]	The Open University	Corporate Development Manager (Health)
[Redacted]	[Redacted]	The University of Sheffield	Outreach And Widening Participation Manager (Post 16)
[Redacted]	[Redacted]	NEON	Director
[Redacted]	[Redacted]	Great Ormond Street Hospital	Apprenticeship Lead
[Redacted]	[Redacted]	Health Education England	Senior Programme Manager - Career Progression
[Redacted]	[Redacted]	Health Education England	Education Transformation Manager
[Redacted]	[Redacted]	Health Education England - Thames Valley	Quality Improvement England (Practice Learning)
[Redacted]	[Redacted]	Spiral Skills CIC	CEO
[Redacted]	[Redacted]	Ambitious About Autism	Project Officer
[Redacted]	[Redacted]	Humber NHS Foundation Trust	Service Manager
[Redacted]	[Redacted]	Princess Alice Hospice	Head Of Education And Research
[Redacted]	[Redacted]	London Medicine	Project Officer (London Medicine & Healthcare)
[Redacted]	[Redacted]	Royal Surrey County Hospital	Head Of Workforce Strategy And Planning

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[Redacted]	[Redacted]	East Midlands Ambulance Service (EMAS)	Technician
[Redacted]	[Redacted]	Health Education East of England	Project Manager
[Redacted]	[Redacted]	Project SEARCH St George's	Coordinator
[Redacted]	[Redacted]	Liverpool Heart & Chest Hospital	Deputy Head Of Education
[Redacted]	[Redacted]	Plymouth University	Head Of Peninsula School Of Medicine
[Redacted]	[Redacted]	Health Education England	Workforce Lead
[Redacted]	[Redacted]	Bucks New University	Head Of Department
[Redacted]	[Redacted]	Royal College of General Practitioners	Student Engagement Manager
[Redacted]	[Redacted]	Frimley Health	Matron For Education
[Redacted]	[Redacted]	Health Education England	Project Administrator
[Redacted]	[Redacted]	Princess Alice Hospice	Head Of HR And Workforce Development
[Redacted]	[Redacted]	University of East London	Principal Lecturer
[Redacted]	[Redacted]	Health Education England	Careers And Get In Lead
[Redacted]	[Redacted]	University of Hertfordshire	Head Of Department, Adult Nursing & Primary Care
[Redacted]	[Redacted]	University of Liverpool	Medical Student
[Redacted]	[Redacted]	Health Education England	National Project Support For Talent For Care
[Redacted]	[Redacted]	NHS Employers	Senior Programme Officer
[Redacted]	[Redacted]	Health Education England	Workforce Programme Manager
[Redacted]	[Redacted]	Royal Manchester Children's Hospital	Greater Manchester NHS Careers Hub Manager
[Redacted]	[Redacted]	Sandwell and West Birmingham Hospitals NHS Trust	Centre Co-Ordinator/Live & Work Project
[Redacted]	[Redacted]	Leyton Sixth Form College	Teacher Of Health And Social Care
[Redacted]	[Redacted]	Health Education England	Talent For Care Lead
[Redacted]	[Redacted]	Health Education England	National Programme Manager Talent For Care
[Redacted]	[Redacted]	Access Skills	MD
[Redacted]	[Redacted]	CNWL	Clinical Education Lead
[Redacted]	[Redacted]	Health Education England	National Programme Manager - Talent For Care
[Redacted]	[Redacted]	University of Southampton and MSC	Principal Teaching Fellow
[Redacted]	[Redacted]	The London Clinic	Practice Education Facilitator

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3

		Health Education England	National Project Manager - Volunteering
		Humber NHS Foundation Trust	Service Improvement Manager
		Liverpool Heart & Chest Hospital	Head Of Education
		NHS Employers	Head Of Diversity And Inclusion
		OCN London	Curriculum And Relationship Development Manager
		Oxford University Hospitals NHS Foundation Trust	Practice Education Facilitator
		Vocare	Workforce Development Programme Manager
		University of Southampton	Postgraduate Researcher
E			
		East and North Hertfordshire NHS Trust	Director Of Workforce
		Oxford Health NHS Foundation Trust	Vocational Development Lead
		Health Education England	Programme Manager, TIC Apprenticeships
		University Hospital Southampton NHS Foundation Trust	Head Of Wider Healthcare Teams Education
F			
		Worcestershire Health & Care NHS Trust	Workforce Transformation Manager
		Birkbeck	Associate Lecturer
		East Midlands Ambulance Service	Equality And Diversity Manager
		Sheffield Teaching Hospitals	Learning And Development Manager
		East & North Herts Trust	Deputy Director Workforce
G			
		London North West Healthcare NHS Trust	Apprenticeship Lead
		BCA	Commercial Director
		Vocare	Head Of HR Operations
		Health Education East of England	Regional Talent For Care Lead
		EdMed	Founder
		Health Education England - North West London	Project Manager
		University of Nottingham	Outreach Development Officer

4

		Cambridge University Hospitals NHS Foundation Trust	Work Opportunities Team Manager
		Bucks New Ugi/Health Education England - North West London	Director
		Sandwell and West Birmingham Hospitals NHS Trust	Widening Participation Manager
		Surrey & Borders Partnership Trust	Associate Director Of Education
H			
		Bournemouth University	Principal Academic And WP Lead For Faculty Of Health And Social Science
		Lancashire Teaching Hospitals NHS Foundation Trust	Widening Participation Manager
		Enable East	Associate Project Manager
		Department for Work and Pensions	Senior National Account Manager
		National Numeracy	Relationship Manager
		Norfolk & Suffolk NHS Foundation Trust	Director Of Strategy & Resources/SIRO
		The British Dietetic Association	Education Policy Officer
		Berkshire Healthcare NHS Foundation Trust	Widening Participation Lead
		CEPN	CEPN Lead
I			
		Leyton Sixth Form	Manager Of Health And Social Care
		NEON	NEON Intern
		Health Education England	Systems Administrator - Talent For Care
J			
		Heart of England NHS Trust	Associate Head Of Education
		Hammersmith and Fulham GP federation	Clinical Lead For Caring For Care Homes
		HEFCE	HE Policy Adviser
		Doncaster University Hospital	Nursing Education Facilitator
		NHS Leadership Academy	Head Of Inclusion Of Systems Leadership
		Health Education England	Pre-Employment Training Co-Ordinator
K			

5

		Education and Employers	Head Of Research
		Sheffield Teaching Hospitals	Learning And Development Coordinator
		Bay Health And Care Partners	Business Partner
		NHS Leadership Academy	Programme Manager - Building Leadership For Inclusion
		St Angela's Ursuline School	Sixth Form Head Of House
		Kings College London	Professor Of Public Policy And Management
		Skills for care	Senior Locality Manager London And The SE
		British Dental Association	Policy Advisor
		PAH NHS Trust	School & College Liaison Coordinator
		Berkshire Healthcare Foundation Trust	Team Manager
		Middlesex University	Research Fellow
		Medical Schools Council	Senior Communications Officer
		NHS England	Director Of Employment Programmes
		West Midlands Ambulance Service NHS Foundation Trust	Head Of Organisational Development
L			
		Croydon PPG Network	Member
		NHS Leadership Academy	Senior Programme Lead - Building Leadership For Inclusion
		Health Education England	National Project Support Administrator, Widening Participation
		Health Education England	National Lead - Talent For Care, Widening Participation And Volunteering
		Bay Health & Care Partners	Careers & Engagement Lead
M			
		Buckinghamshire Healthcare NHS Trust	Education Lead
		Movement to Work	Government Relations Lead
		Berkshire NHS Foundation Trust	Specialist MH Practitioner
		The Royal Society of Medicine	Widening Access Project Manager
		Health Education England - North West London	Apprenticeship Lead
		Sutton Trust	Programme Manager
		HEAN	Programme Officer

6

		Brighton and Sussex University Hospital NHS Trust	Apprenticeship Manager
		Lancashire Care	Associate Director Of The Quality Academy (Education, Training And Professional Development)
		Lancashire Teaching Hospitals NHS Foundation Trust	Widening Participation Tutor
		Health Education England	Diversity And Inclusion Manager
		Health Education England in the East	Regional Talent for Care Lead
		Oxford Brookes University	Widening Participation Assistant - Faculty Outreach
		Hull York Medical School	Widening Participation And Outreach Officer
		London North West Hospitals	Nursing Assistant
N			
		Frimley Health NHS Foundation	Learning & OD Advisor
		The Shrewsbury and Telford Hospital NHS Trust	Pre-Employment Advisor
		Health Education England, working across the West Midlands	Widening Participation Manager
		Nucare Associates	Director
O			
		CNWL NHS Foundation Trust	HCA Development Nurse
		Medical Schools Council	Policy Adviser
P			
		NHS Employers	Programme Lead
		The University of Sheffield	Outreach Activities Officer
		East Midlands Ambulance Service (EMAS)	Paramedic
		The Princess Alexandra Hospital NHS Trust	Associate Director Of Training, Education And Development
		QMUL	Head Of WP And Admissions For Medicine And Dentistry
		Imperial College Healthcare NHS Trust	Personal Assistant
		Aintree University Hospital	Learning Organisation Manager
		Imperial College Healthcare NHS Trust	Head Of Learning
Q			
		Institute of Health Research, University of Bedfordshire	Researcher
R			

7

		University of Bedfordshire	Director, Institute For Health Research
		University of Birmingham	Lead For Outreach & Widening Participation, Senior Lecturer
		Sheffield Teaching Hospitals NHS Foundation Trust	Learning And Development Coordinator
		Skills for Care	Fellow
		Health Education England	Regional Director, North
		Uptec	Managing Director
		East of England Ambulance Service NHS Trust	Resourcing Project Lead
		Manchester Medical School	4th Year Medical Student
S			
		Medical Schools Council	Policy Officer
		Health Education England - Kent, Surrey and Sussex	Pre-Employment Co-Ordinator
		Education for Health	Head Of NHS Business Development
		Oxford Health NHS foundation Trust	Vocational Development Lead
		South Staffordshire and Shropshire NHS Foundation Trust	Apprenticeships And Career Development Facilitator
		Health Education England	WP Lead
		Health Education England	Project Choice Lead
		Royal College of General Practitioners	Schools Liaison & Outreach Officer
		Q&S NHS Trust	Head Of Education
		Sheffield Hallam University	Head Of Widening Participation & Outreach
		Central North West London Trust NHS	Bands 1 To 4 And Apprentice Lead
T			
		Prince's Trust	Senior Head Of Partnerships
		Tameside and Glossop Integrated Care	Bands 1-4 Development And Apprenticeship Lead
		NHS Foundation Trust - Harrogate and District	Non-Executive Director
		Health Education England	Development Manager - Pre Employment
		The Shrewsbury & Telford Hospital NHS Trust	Workforce Transformation Manager
U			
V			



8

W			
		Central London CCG	CEPN Education Development Nurse Lead
		Oxford University Hospitals NHS Foundation Trust	Lead Nurse
		Health Education England	Programme Coordinator
		NEON	Operations Manager
		York Teaching Hospital NHS Foundation Trust	Clinical Undergraduate And Work Based Learning Development Lead
		Chelsea and Westminster Hospital NHS Foundation Trust	Clinical Vocational Development Lead
		St George's, University of London	Head Of Widening Participation
		Skills for Care	Project Manager - Recruitment & Retention
		Uxbridge College	Director Employment & Skills
		Frimley Health - Wexham	L&D Advisor
		Cambridgeshire & Peterborough CCG	Senior OD&HR Business Partner
		Cambridgeshire & Peterborough CCG	Primary Care Workforce Development Advisor
		NHS Bexley CCG	CEPN / Primary Care Delivery Manager
X			
Y			
		University College Hospitals London	Band 1-4 Development Nurse
Z			
		City, University of London	Lecturer in Child Health
		Health Education England - North West London	Delivery Manager



vi - Fig.2: People Matter 2017 Waiting List

First Name	Last Name	Organisation	Position
		Health Link Services(UK)	Business Development Manager
		Health Link Services(UK)	Business Development Manager
		Imperial college healthcare NHS Trust	WEX manager
		He Tangata Consulting	Patient Insight and Involvement Consultant
		HEE	Project Choice lead
		King's College, London	Professor of Public Policy and Management
		East Lancashire Hospital Trust	Work Based Learning Lead
		The Walton Centre NHS FT	Dep Director of OD
		West Midlands Ambulance Service	Workforce Manager
		Cambridge University NHS Foundation Trust	Interim Head of Learning & Development
		Pennine Care NHS Foundation Trust	Clinical and Professional Education Practitioner
		Pennine Care NHS Foundation Trust	Clinical and Professional Education Lead
		East Cheshire NHS Trust	Career & Engagement Coordinator
		Royal Liverpool & Broadgreen University Hospital Trust	Head of OD and Learning
		Royal Liverpool & Broadgreen University Hospital Trust	Learning and Development Lead
		HEE NW London	Workforce Planning & Transformation Manager
		Blackpool Teaching Hospitals NHS Foundation Trust	Workforce Development Coordinator
		Blackpool Teaching Hospitals NHS Foundation Trust	Career Transformation, Engagement and Development Manager
		University of Sheffield	Nursing Lecturer
		University Hospital South Manchester NHS Foundation Trust	Associate Director of Education
		University Hospital South Manchester NHS Foundation Trust	Academy Career Engagement Lead
		Bay Health & Care Partners - Careers & Engagement Hub	Careers & Engagement Lead
		Hammersmith & Fulham GP Federation	Project Manager
		Kingston University	Admissions Tutor
		University Hospitals Birmingham NHS Foundation Trust	Learning Hub Project Manager
		University Hospitals Birmingham NHS Foundation Trust	Learning Hub Manager
		Coalition for Collaborative Care	Senior Co-production Advisor
		Coalition for Collaborative Care	Senior Comms Lead
		Bucks Healthcare NHS Trust	Clinical Practice Educator
		Buckinghamshire Healthcare NHS Trust	Clinical Practice Educator
		University Of Hertfordshire	Senior Lecturer and admissions Tutor
		University Of Hertfordshire	Admissions Tutor
		University of Nottingham	Principal Research Fellow
		British Dental Association	Policy Adviser
		Royal College of Occupational Therapists	Education lead for pre-registration occupational therapy
		University of Liverpool	Medical Student
		IVLWR	Research Fellow
		Sandwell & West Birmingham Hospitals NHS Trust	Associate Director, Education Learning & Development Department
		Plymouth University Peninsula Schools of Medicine & Dentistry	Widening Participation Officer
		The Hillingdon Hospital NHS FT	Lead Nurse for Education Bands 1-4 Development and Apprenticeship Lead
		The Royal Marsden NHS Foundation Trust	Lead Nurse Clinical Education
		Movement to Work	Government Relations lead
		Movement to Work	Government Relations lead
		British Dietetic Association	Education Policy Officer
		UHS	Widening Participation lead
		Lancashire Teaching Hospitals	Head of Placement and Student Support
		University Hospital Birmingham NHS Foundation Trust	Vocational Manager
		University Hospital Birmingham NHS Foundation Trust	Learning & Development Manager
		University of Southampton, Faculty of Medicine	Senior Teaching Fellow
		central london community health care trust	public health nurse / school nurse trainee
		South Warwickshire NHS Foundation Trust	Head of Learning and Development
		South Warwickshire NHS Foundation Trust	Work Experience Coordinator

9 | Twitter Feedback

a) General

Abigail Changer @Abigail_Changer Following

Our healthcare workforce should represent the communities it seeks to serve
 @NEONHE @HEE_TVValley @NHS_HealthEdEng #peoplesmatter

2:09 am - 27 Jun 2017

7 Retweets 10 Likes

Stuart Moore @SDMoore77 Follow

#PeopleMatter @NHS_HealthEdEng Looking forward to a day of information & inspiration on widening participation in health careers

1:56 am - 27 Jun 2017

3 Retweets 2 Likes

Tweet your reply

EMAS NHS Trust @EMASNHSTrust Follow

Our Equality & Diversity Lead and front line staff are attending Health Education #PeopleMatter Conference



2:31 pm - 27 Jun 2017

3 Retweets 16 Likes

Ruth Dawson @ruphusdebellius Follow

Home from London learnt lots, new ideas 4 widening access 4 all 2 all healthcare roles
 #PeopleMatter @NHS_HealthEdEng @NEONHE @nhsemployers

2:18 pm - 27 Jun 2017

2 Likes

Replying to @ruphusdebellius @NHS_HealthEdEng and 2 others

Would be great to work with you to support students in Liverpool looking for work experience opportunities #wideningparticipation :)

Ruth Dawson @ruphusdebellius Jun 27 "hears a plan forming"

Umar Ali @UmarAli5052001 Follow

Good talking to a @VocareRecruit representative at the People Matter 2017 conference on the services they provide.
 #PeopleMatter @NEONHE

12:01 pm - 27 Jun 2017

Richard Griffin @rgriffskill Following

Good question from @Abigail_Changer - how do we mainstream widening participation?
 #PeopleMatter

8:08 am - 27 Jun 2017

1 Retweet 4 Likes

FE Week @FEWeek - Jun 27

More young people from disadvantaged background access HE through FE colleges in Scotland than anywhere in UK - @CMonaghanSNP #QueensSpeech

Anita Esser @anita_esser Follow

Replying to @FEWeek @CMonaghanSNP

@NHS_HealthEdEng #peoplesmatter how we can learn from Scotland to progress disadvantaged young into HE and employment in healthcare?

7:16 am - 27 Jun 2017

2 Likes

Claire Maton @CLMaton Following

Inspirational stories being shared today
 #PeopleMatter

7:14 am - 27 Jun 2017

London Medicine
@LondonMedicine

Interesting day of discussion on widening participation in health education, including in medicine, at @NEONHE event #PeopleMatter

7:06 am - 27 Jun 2017

1 Retweet

Stuart Moore
@SDMoore77

#PeopleMatter After lunch & networking looking forward to an informative afternoon

5:35 am - 27 Jun 2017

2 Likes

London HEG
@LondonHEG

Great speakers and discussion at today's @NEONHE event #PeopleMatter



6:50 am - 27 Jun 2017

Sallyann Woodthorpe
@SallyannIR

Challenging our perception of how "numerically literate" we are #nnchallenge @NHS_HealthEdEng #PeopleMatter

5:13 am - 27 Jun 2017

1 Like

BSUHApprenticeship
@BSURApprentices

@BSUHApprentices Exciting Day at People Matter 2017 in London #PeopleMatter @tedandscarlet



3:58 am - 27 Jun 2017

1 Like

karen buckwell-Nutt
@4nut

#peoplesmatter all the time. Opportunity to succeed is fundamental

2:27 am - 27 Jun 2017

2 Likes

Elizabeth Faulkner
@ElizabethFaulk2

Inspirational speakers on widening participation into health and social care @WorkforceWHCT #PeopleMatter

3:04 am - 27 Jun 2017

4 Likes

Clare
@CaccavoneClare

@AmbitiousAutism @NHS_HealthEdEng for #PeopleMatter Conference promoting #AutismExchange



2:25 am - 27 Jun 2017

2 Retweets 5 Likes

Gordon Schofield
@gscho_ed4health

Representing @EdforHealth at #PeopleMatter 2017 event @NHS_HealthEdEng

2:55 am - 27 Jun 2017

1 Like

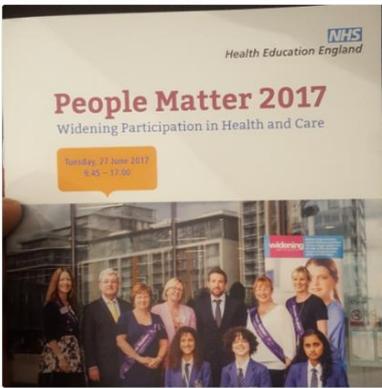
Harminder
@HEEM_EduComms

Attending HEE widening participation event #PeopleMatter @TracieJolliff @EMASengagement @SHUOutreach #ParamedicDiversity

2:07 am - 27 Jun 2017

1 Like

Anita Esser @anita_esser
 Replying to @the_psychiatrist @AccessHE
 @NHS_HealthEdEng #peoplesmatter conference about widening participation in healthcare. Many adult staff accessing HE opportunities in career.
 2:05 am - 27 Jun 2017
 1 Like

Umar Ali @UmarAli5052001
 At the People Matter 2017 conference representing Paramedic diversity @NEONHE @ShuParamedic @SHUOutreach @AHP_SHU #PeopleMatter

 1:59 am - 27 Jun 2017
 2 Retweets 4 Likes

Ruth Dawson @rughusdebellus
 Somewhere in That London talking all things widening access!
 @juddybris @NHS_HealthEdEng #peoplesmatter @LHCHFT

 12:39 am - 27 Jun 2017 From Lambeth, London
 6 Likes

HEAN @HEAccessNetwork
 We're at the #PeopleMatter @NHS_HealthEdEng conference on WP in health and care #wp #access

 1:54 am - 27 Jun 2017
 2 Likes

Paul Deemer @NHSE_Paul
 Great turn out and great venue for @NHS_HealthEdEng #PeopleMatter conference #wideningparticipation

 1:52 am - 27 Jun 2017
 1 Retweet 4 Likes

The Learning Works SWBH @Learningworks01
 Looking forward to a day of #PeopleMatter @RSAinLondon @SWBHnhs @BrummieHR #swbhfamily

 1:44 am - 27 Jun 2017
 3 Retweets 3 Likes

LSchealth @LSchealth
 Excited to be at the #peoplesmatter conference today in London!
 1:45 am - 27 Jun 2017
 3 Likes

Ruth Dawson @rughusdebellus
 Start of a fab day working 2 new ways forward for health
 #peoplesmatter @NHS_HealthEdEng @NEONHE @nhsemployers @GMCareersHub @skillsforcare

 1:52 am - 27 Jun 2017 From London, England
 1 Retweet 2 Likes

Kate Greenwood @KateGreenwoodWO
 Early start. On my way to London for #Peoplematter #wideningparticipation conference @NHS_HealthEdEng
 11:15 pm - 26 Jun 2017 From East, England
 1 Retweet 2 Likes

b) Venue – The RSA

Paul Deemer @NHSE_Paul Follow

Fantastic venue @theRSAorg for #PeopleMatter conference



1:52 am - 27 Jun 2017

7 Retweets 9 Likes

nicola tyson @ladycaricatura - Jun 27
wow- that is some venue

Paul Deemer @NHSE_Paul Follow

Replying to @ladycaricatura @theRSAorg

I know! I thought I was in a church for a moment! 🏛️🏛️🏛️ #PeopleMatter @theRSAorg

2:02 am - 27 Jun 2017

1 Like

RSA RSA Venue Hire @rsahouse Follow

We're delighted to host #PeopleMatter today at RSA House

2:43 am - 27 Jun 2017

2 Likes

c) NEON/ Amity Research – Dr. Graeme Atherton, Chair

BCTCareers @BCTCareers Follow

#PeopleMatter Getting lots of inspiration to help us move the agenda forward and enhance engagement. @NEONHE @UHMBT @davidwilkinson



1:58 am - 27 Jun 2017

6 Retweets 12 Likes

Oliver Inwards @Oliver_NHS Following

Dr Graeme Atherton kicking off #PeopleMatter



1:51 am - 27 Jun 2017

3 Retweets 7 Likes

Vanessa Heaslip @HeaslipVanessa Follow

Need to mainstream widening participation in healthcare research @NEONHE @NHS_HealthEdEng #peoplesmatter @hss_bu @Nursing_BU

1:57 am - 27 Jun 2017 From London, England

3 Retweets 1 Like

d) HEE Widening Participation, Laura Roberts – Director (North) and SRO

Paul Deemer
@NHSE_Paul

Diversity, equality and Inclusion is critical to success of #wideningparticipation #PeopleMatter @NHS_HealthEdEng

2:14 am - 27 Jun 2017

10 Retweets 11 Likes

Abigail Changer
@Abigail_Changer

Laura Roberts: need for opening up work experience for young people without existing social connections into health @NEONHE #peoplesmatter

2:17 am - 27 Jun 2017

3 Retweets 2 Likes

HEAN
@HEAccessNetwork

.@LauraRoberts_28 the NHS workforce must reflect the community that it serves #PeopleMatter

2:07 am - 27 Jun 2017

Paul Deemer
@NHSE_Paul

@NHS_HealthEdEng outlining their strategic goals for #wideningparticipation #PeopleMatter #realjobs

2:10 am - 27 Jun 2017

Gemma Brown
@gembrown99

Laura Roberts HEE - there is no silver bullet for widening participation - many approaches needed inc research and sharing #peoplesmatter

2:10 am - 27 Jun 2017

2 Retweets 1 Like

Paul Deemer
@NHSE_Paul

Laura Roberts from @NHS_HealthEdEng at #PeopleMatter outlining why we are here today #diversity #diverseNHS

2:08 am - 27 Jun 2017

1 Like

Gemma Brown
@gembrown42

Laura Roberts HEE lack of work experience is a factor to not accessing NHS careers #peoplesmatter

2:15 am - 27 Jun 2017

1 Retweet 2 Likes

Oliver Inwards
@Oliver_NHS

Laura Roberts of @NHS_HealthEdEng speaking about #wideningparticipation at #PeopleMatter

2:05 am - 27 Jun 2017

1 Retweet 2 Likes

e) Social Care – Bridget Robb

Harminder
@HEEM_EduComms

Following

#PeopleMatter what are we doing with our carers? Interesting presentation by Bridget from skills for care



2:28 am - 27 Jun 2017

1 Retweet 2 Likes

HEAN
@HEAccessNetwork

Following

.@BridgetRobb the key is recruiting people with the right values and who can learn the right skills #PeopleMatter

2:32 am - 27 Jun 2017

2 Retweets 1 Like

1 2 1

Tweet your reply

Bridget @BridgetRobb · Jun 27
Replying to @HEAccessNetwork
Great to be talking at People Matter 2017 about widening participation in health and social care

BCTCareers
@BCTCareers

Follow

Apprenticeships in Social Care- lots to discuss when we get back with ELIG Margaret! #PeopleMatter @NEONHE @davidbwilkinson



2:32 am - 27 Jun 2017

1 Retweet 3 Likes

Gemma Brown
@gembrown42

Following

Bridget Robb- I care ambassador inspire and motivate people to understand about social care. #peoplesmatter

2:28 am - 27 Jun 2017

f) Strategic Framework/ CTOP – Dr. Nasreen Ali, University of Bedfordshire

Ruth Lowe @RuthL_NHS · Jun 27
 Fantastic performance on the challenges in becoming a South Asian nurse or midwife from Nasreen Ali @uobnews #peoplesmatter @NHS_HealthEdEng



3 Retweets 10 Likes

Paul Deemer @NHSE_Paul · Jun 27
 Great use of video and drama to enhance research by @uniofbeds showcased by Dr Nasreen Ali at #PeopleMatter



3:20 am · 27 Jun 2017
 3 Retweets 3 Likes

Amanda Shobrook @SWmand · Jun 27
 Inspirational presentation on ctcp, good way of presenting the data and message #Peoplesmatter

3:31 am · 27 Jun 2017
 4 Retweets 5 Likes

Gemma Brown @gembrown42 · Jun 27
 #peoplesmatter Hearing about this innovative pilot from Nasreen Ali. Great use of different media [beds.ac.uk/news/2017/apri ...](http://beds.ac.uk/news/2017/apri...)

3:28 am · 27 Jun 2017
 2 Retweets 5 Likes

HEAN @HEAccessNetwork · Jun 27
 Great to hear about innovative outreach from @uniofbeds on south Asian community and midwifery/nursing #PeopleMatter

3:26 am · 27 Jun 2017
 3 Retweets 4 Likes

Gurch Randhawa @gurchrandhawa · Jun 27
 Dr Nasreen Ali providing real-life example #wideningparticipation #PeopleMatter @NHS_HealthEdEng @uobnews @bedsAteam



3:04 am · 27 Jun 2017
 5 Retweets 9 Likes

Stuart Moore @SDMoore77 · Jun 27
 #PeopleMatter @NHS_HealthEdEng #bedsCTOP Great research to look at South Asian communities building careers in nursing & midwifery

3:09 am · 27 Jun 2017
 3 Retweets 3 Likes

UoB_IHR @uob_ihr Follow

@uob_ihr Dr Nasreen Ali speaking on delivery of Diversity, equality and Inclusion #wideningparticipation #PeopleMatter @NHS_HealthEdEng

2:27 am - 27 Jun 2017

2 Likes

Gurch Randhawa @gurchrandhawa Following

@uob_ihr @uniofbeds posters Diversity, equality and Inclusion #wideningparticipation #PeopleMatter @NHS_HealthEdEng

2:25 am - 27 Jun 2017

1 Like

g) Co-Director, NHS WRES – Roger Kline

Tracie Jolliff @TracieJolliff Follow

@rogerkline talks about poverty, exclusion and Grenfell tower at #PeopleMatter

2:37 am - 27 Jun 2017

4 Retweets 6 Likes

Ruth Lowe @RuthL_NHS Following

Thanks @rogerkline for highlighting the importance of #DifficultConversations #PeopleMatter @NHS_HealthEdEng

2:45 am - 27 Jun 2017

4 Retweets 5 Likes

Abigail Changer @Abigail_Changer Following

Diversity improves innovation and teamwork. Thought provoking stuff from @rogerkline @NEONHE #peoplesmatter #wideningparticipation

2:41 am - 27 Jun 2017

5 Retweets 5 Likes

WMA S Org Development @WMAsoorgdev Follow

#peoplesmatter @rogerkline talking about race equality and widening participation - why it matters and what works.

2:36 am - 27 Jun 2017

3 Retweets 4 Likes

HEAN @HEAccessNetwork Following

.@rogerkline institutionally and socially we have failed to give a voice to people who are disadvantaged #PeopleMatter

2:35 am - 27 Jun 2017

2 Retweets 3 Likes

Michelle S @manias399 Follow

Treatment of BME staff is a good barometer of overall organisation's climate #peoplesmatter #NEON

3:07 am - 27 Jun 2017

2 Likes

Gemma Brown @gembrown42 Following

Roger Kline -treatment of BME staff is a good barometer of overall organisation's climate better-health.org.uk/briefings/beyo ... #peoplesmatter

3:01 am - 27 Jun 2017

3 Retweets 3 Likes

HEAN @HEAccessNetwork Following

.@rogerkline the focus should not be on compliance but on improvement #PeopleMatter

2:51 am - 27 Jun 2017

2 Retweets 2 Likes

Tracie Jolliff @TracieJolliff Follow

@rogerkline @MorviaGooden #PeopleMatter

2:48 am - 27 Jun 2017

8 Retweets 2 Likes

Paul Deemer @NHSE_Paul

Recommended reading from @rogerkline #positiveaction #PeopleMatter college.police.uk/What-we-do/Sup ...

2:56 am - 27 Jun 2017

7 Retweets 7 Likes

HEAN @HEAccessNetwork

.@rogerkline an institutional barrier to diversity is the reluctance to have difficult conversations #PeopleMatter

2:43 am - 27 Jun 2017

1 Retweet 1 Like

Ruth Lowe @RuthL_NHS

Really interesting perspective from @rogerkline at #PeopleMatter - thank you Roger!

2:37 am - 27 Jun 2017

3 Retweets 4 Likes

BCTCareers @BCTCareers

What is the cost of not having widening participation? - the importance of having a voice @rogerkline @NEONHE #PeopleMatter@BCTMorecambeBay

2:38 am - 27 Jun 2017

2 Retweets 4 Likes

Tracie Jolliff @TracieJolliff

@rogerkline #PeopleMatter the slide speaks for itself

2:42 am - 27 Jun 2017

5 Retweets 2 Likes

Paul Deemer @NHSE_Paul

@rogerkline outlining why #BlackLivesMatter in the #NHS #PeopleMatter Happy staff = happy patients #quality

2:40 am - 27 Jun 2017

1 Retweet 2 Likes

Paul Deemer @NHSE_Paul

@rogerkline opens presentation to #PeopleMatter event by referring to #GrenfellTower & the need to give voice to all

2:36 am - 27 Jun 2017

2 Retweets 2 Likes

Oliver Inwards @Oliver_NHS

#PeopleMatter @hee_ian talking about #wideningparticipation and HEE's commitment to the agenda @NHS_HealthEdEng #NHS

7:20 am - 27 Jun 2017

4 Retweets 3 Likes

h) Panel

Gemma Brown @gembrown42 Follow

@NHS_HealthEdEng Ian Cumming on panel @ #peoplesmatter conference. We must engage with schools to raise aspiration & promote NHS careers.



7:21 am - 27 Jun 2017

5 Retweets 6 Likes

Ruth Lowe @RuthL_NHS Follow

Panel of Widening Participation superstars at @NHS_HealthEdEng #PeopleMatter chaired by @hee_ian - wow



7:19 am - 27 Jun 2017

2 Retweets 4 Likes

i) Ciaran Grafton-Clarke - Co-Founder, EdMed

Nicola Fulstow @BuncBird Jun 27

Does social class even exist in 21C? Social & cultural capital more relevant.

2 1 1

Richard Griffin @griffinskill Following

Replying to @BuncBird @maxwele2

Yes! Powerful story today from a W/C person trying to get into medicine @NHS_HealthEdEng #PeopleMatter conference

3:34 pm - 27 Jun 2017

1

Abigail Changer @Abigail_Changer Following

He made it but it was a tough journey. We have to make the process more accessible to aspiring doctors #peoplesmatter



Gemma Brown @gembrown42 #PeopleMatter Inspirational talk from Ciaran Grafton-Clarke about overcoming the barriers to accessing medical training.

7:44 am - 27 Jun 2017

2 Retweets 2 Likes

Harminder @HEEM_EduComms Following

#PeopleMatter brilliant inspirational talk from Kieran. If at first you don't succeed try and try again. A true role model.



7:14 am - 27 Jun 2017

1

Gemma Brown @gembrown42 Follow

#PeopleMatter Inspirational talk from Ciaran Grafton-Clarke about overcoming the barriers to accessing medical training.



7:16 am - 27 Jun 2017

1 Retweet 3 Likes

Richard Griffin @griffinskill Following

'Some of the best people may be in places we are not looking at' says Kieron from EdMed. Spot on. #PeopleMatter

7:13 am - 27 Jun 2017

2 Retweets 5 Likes

Gemma Brown @gembrown42 Follow

Our medical students of the future may come from places we are not looking in- Ciaran Grafton-Clarke #PeopleMatter

7:12 am - 27 Jun 2017

1 Retweet 2 Likes

j) Minister of State for Health – Philip Dunne MP

Richard Griffin
@griffinskill

Following

Also need to get more working class people into NHS employment via apprenticeships & TNAs #PeopleMatter

8:23 am - 27 Jun 2017

10 Retweets 11 Likes

NEON
@NEONHE

Following

Minister of State for Health, Phillip Dunne, addresses #PeopleMatter stressing the importance of #wideningparticipation for the NHS

8:22 am - 27 Jun 2017

3 Retweets 1 Like

Abigail Changer
@Abigail_Changer

Following

Global shortage of experienced clinicians. Need for flexibility and alternative routes. Philip Dunne MP speaking at #peoplesmatter conference

8:19 am - 27 Jun 2017

3 Retweets 3 Likes

Vanessa Heaslip
@HeaslipVanessa

Follow

Minister of state (DoH), WP needs to also focus on increasing men into nursing @Nursing_BU @hss_bu @stevetee50 #PeopleMatter

8:24 am - 27 Jun 2017 From London, England

5 Retweets 4 Likes

Richard Griffin
@griffinskill

Following

Minister talking about need for NHS to offer more flexible working #PeopleMatter

8:21 am - 27 Jun 2017

2 Retweets 3 Likes

Tweet your reply

gary kirwan @garypv7 · Jun 27
Replying to @griffinskill
Hurrah for that

Vanessa Heaslip
@HeaslipVanessa

Follow

Absolutely vital we put into place building blocks to maintain a vibrant workforce in the NHS @philipdunne @NHS_HealthEdEng #PeopleMatter

8:15 am - 27 Jun 2017 From London, England

k) GM Careers Hubs workshop – Leo Clifton and Sue Bridges

Richard Griffin @griffinskill · Jun 27, 2017

Today @NHS_HealthEdEng #PeopleMatter event hearing about school engagement

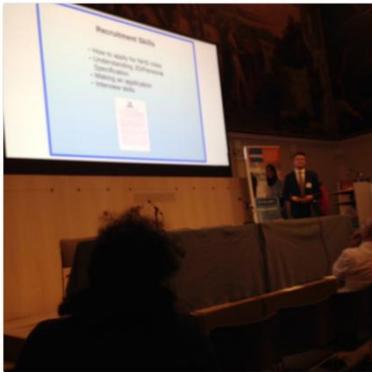


4:27 am · 27 Jun 2017

2 Retweets 5 Likes

Oliver Inwards @Oliver_NHS · Jun 27, 2017

Brilliant session around careers and schools engagement at #PeopleMatter



4:37 am · 27 Jun 2017

Abigail Changer @Abigail_Changer · Jun 27, 2017

Central coordination of careers events in area...makes so much sense! @GMCareersHub @HEE_TVValley we need one of these in Thames Valley!

4:15 am · 27 Jun 2017

3 Retweets 5 Likes

T&G Apprenticeship @TApprenticeship · Jun 27, 2017

Leo and Sue representing @GMCareersHub at People Matters 2017. Well done guys, smashed it! #wideningparticipation #PeopleMatter



6:44 am · 27 Jun 2017

4 Retweets 7 Likes

Ruth Dawson @ruthsdebilius · Jun 27, 2017

Excellent stuff from @GMCareersHub fab info from Leo & Sue need to give me lessons in pp, marvellous graphics #PeopleMatter @NHS_HealthEdEng

2:22 pm · 27 Jun 2017

1 Retweet 3 Likes

Elizabeth Faulkner @ElizabethFaulk2 · Jun 27, 2017

Excellent presentation from Greater Manchester NHS Careers Hub @WorkforceWHCT @NHS_HealthEdEng #PeopleMatter

4:51 am · 27 Jun 2017

Gemma Brown @gembrown42 · Jun 27, 2017

#PeopleMatter Fab talk from @GMCareersHub cmft.nhs.uk/careers/where-...

4:46 am · 27 Jun 2017

2 Retweets 4 Likes

Stuart Moore @SDMoore77 · Jun 27, 2017

#PeopleMatter Fantastic work at the Greater Manchester Careers Hub encouraging children to consider NHS careers

6:17 am · 27 Jun 2017

2 Retweets 3 Likes

Abigail Changer @Abigail_Changer · Jun 27, 2017

Central coordination of careers events in area...makes so much sense! @GMCareersHub @HEE_TVValley we need one of these in Thames Valley!

4:15 am · 27 Jun 2017

3 Retweets 5 Likes

Gemma Brown @gembrown42 · Jun 27, 2017

Replying to @Abigail_Changer @GMCareersHub @HEE_TVValley @NHS_HealthEdEng @hee_ian This is a brilliant resource started with hee funding. Lets roll it out nationally!

8:20 am · 27 Jun 2017

2 Retweets 2 Likes

Abigail Changer @Abigail_Changer · Jun 27, 2017

Replying to @gembrown42 @GMCareersHub and 3 others Agree! Great model to pick up and replicate. Now, who's got some cash?!

8:20 am · 27 Jun 2017

3 Likes

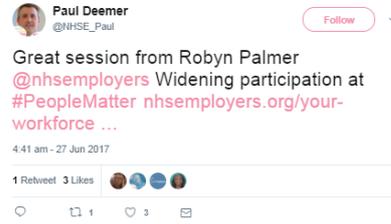
GM Careers Hub @GMCareersHub · Jun 27, 2017

Looking forward to our breakout session shortly! #People matter @NHS_HealthEdEng @NEONHE @skillsforcare @nhsemployers

3:36 am · 27 Jun 2017

1 Like

I) NHS Employers workshop – Robyn Palmer and Cat Clarke



m) HEE’s National Widening Participation Awards

