

National Widening Participation Programme at Health Education England – the story so far...



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Developing people

for health and

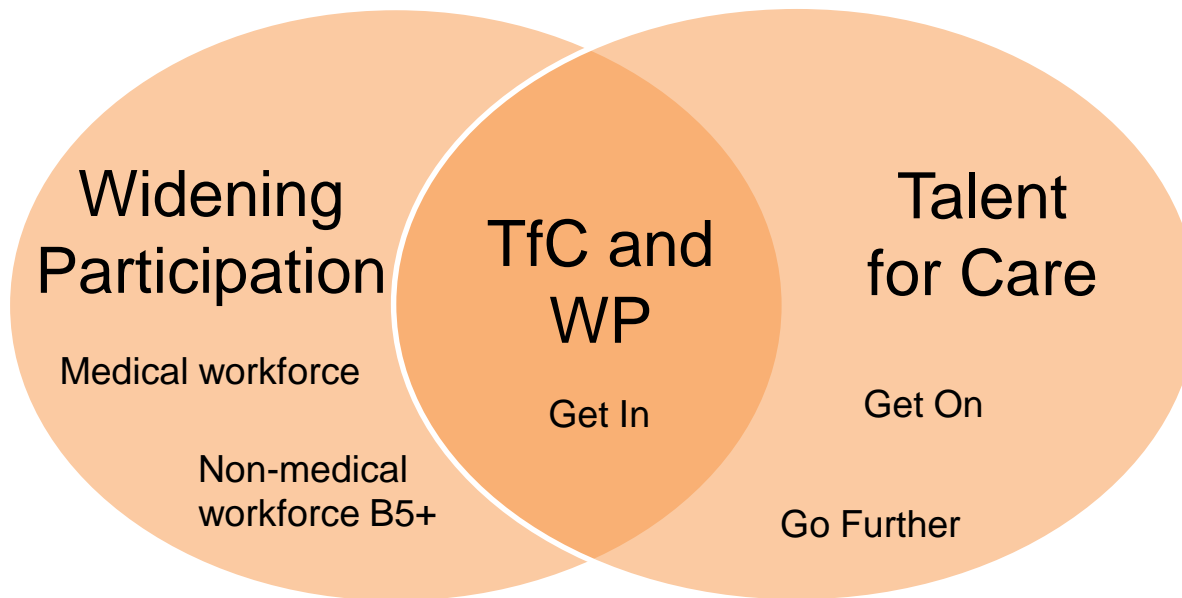
healthcare

HEE's commitment

HEE exists to improve quality of care for participants by ensuring we have enough staff with the right skills, values and behaviours available for employment by providers (HEE 2014).

- Leadership responsibility to promote equality, diversity and inclusion, enabling WP in relation to the development of the current and future workforce. (DH 2014, 2013)
- Strategy sets out how HEE aim to drive WP
- The approach whereby progression is based on a learners/individuals merit, ability and motivation, not social background.

Historically...



Talent for Care and *Widening Participation* are currently two separate strategies with their own sets of objectives.

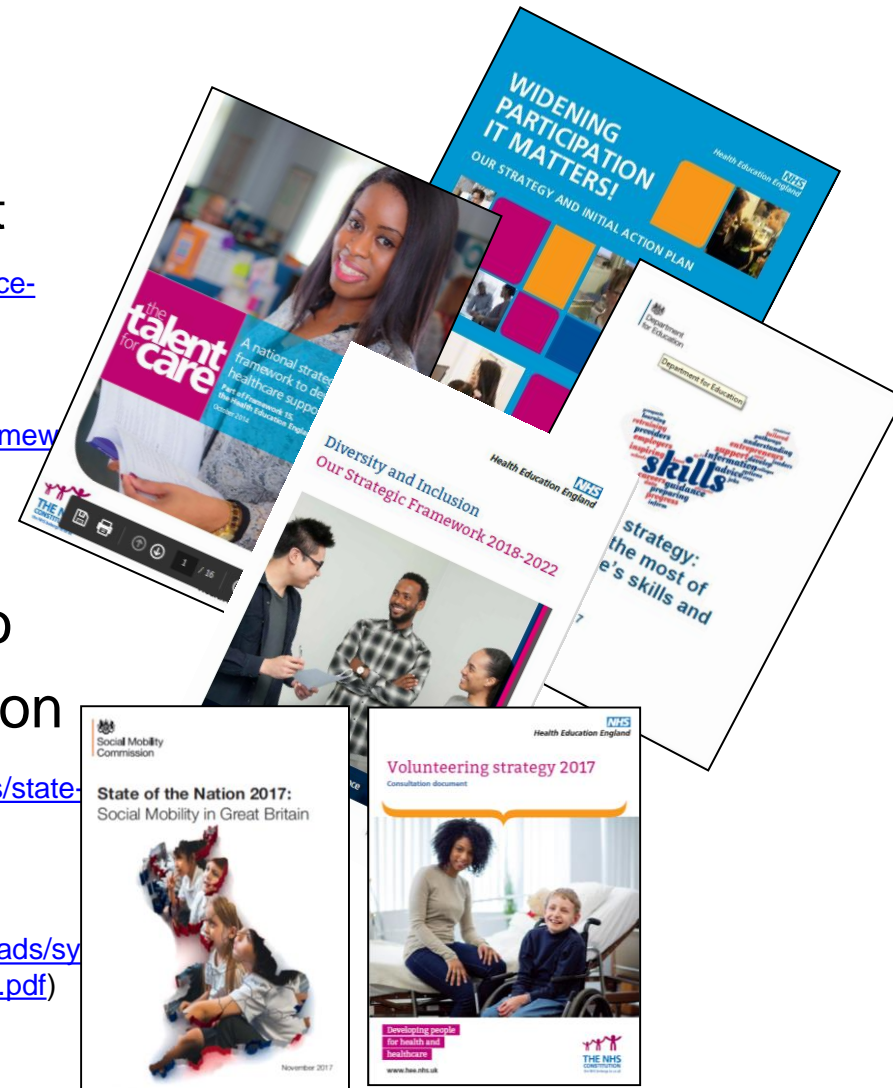
The workstreams under 'Get In' satisfy objectives from both *Talent for Care* and *Widening Participation*, and this is where the two work very closely together, but do not meet **all** the objectives from either strategy.

It is anticipated that *Talent for Care* and *Widening Participation* will continue to work ever more closely going forward.

The Golden Thread.

- HEE
 - DRAFT Workforce development strategy (<https://www.hee.nhs.uk/our-work/workforce-strategy>)
 - EDI framework (<https://www.hee.nhs.uk/our-work/equality-diversity/diversity-inclusion-our-strategic-framework-2018-2022>)

- Supporting external alignment to
 - SMC – Fifth State of the Nation report (<https://www.gov.uk/government/publications/state-of-the-nation-2017>.)
 - DfE careers strategy (https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf)



What is Widening Participation in the NHS?

For HEE it's about:

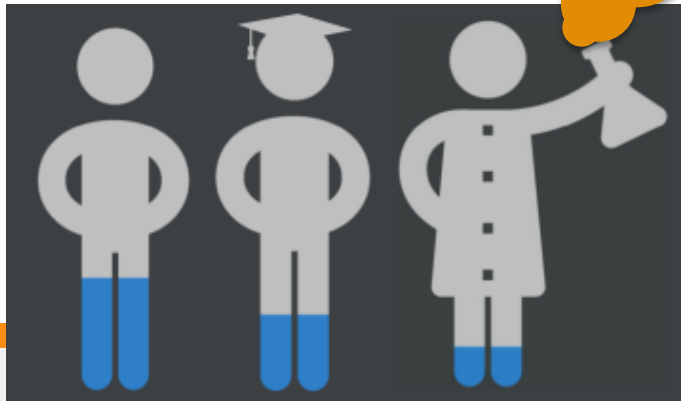
- Identifying under-represented groups within the existing workforce
- Evidence based approach
- HEE aims to;
 - remove barriers
 - provide better, clearer IAG
 - engage with all stakeholders



Under-represented groups in the NHS?



- 16-21 year olds
- White working class males (in some areas)
- Black, Asian and minority ethnic groups
- Older adults with numeracy/literacy difficulties
- Mature students/returners to work
 - People with disabilities
 - People in cold spots areas



Awareness

Attainment

Access & Achievement

Our five strategic goals



- **1). Improve monitoring and reporting of widening participation activities:**
Example Action - *Ensure widening participation is a key theme for consideration included in all relevant education and workforce guidance and planning developments, related to the development of current and future workforce.*
- **2). Enhance further the visibility and targeting of Health Careers Information, Advice and Guidance:** **Example Action -** *With involvement from representatives from identified underrepresented groups, review the presentation and relevance of current CIAG materials, resources and their potential for enhancement to ensure appropriate use.*
- **3). Increase, through research and evaluation, the understanding and evidence of what works in relation to widening participation developments in healthcare education and workforce development:**
Example Action - *develop a research programme to investigate at least three priority issues related to widening participation in healthcare education.*

Our five strategic goals



- **4). Increase collaborative approaches in supporting Outreach Activity:**
Example Action - *Identify, encourage and support models of engagement, between local HC employers, education providers and stakeholders, relevant to local context and geography.*
- *Supporting schools through the careers enterprise company – Gatsby Benchmark 5.*
- *Increasing the quantity and quality of our health/NHS ambassadors with Inspiring the Future.*
- *Schools and communities engagement framework – What comes next?*
- **5). Stimulate and increase the capacity of healthcare organisations in being able to expand and support work or work-related experience opportunities: Example Action -** *Promote and support through a commitment by NHS organisations to Work Experience.*

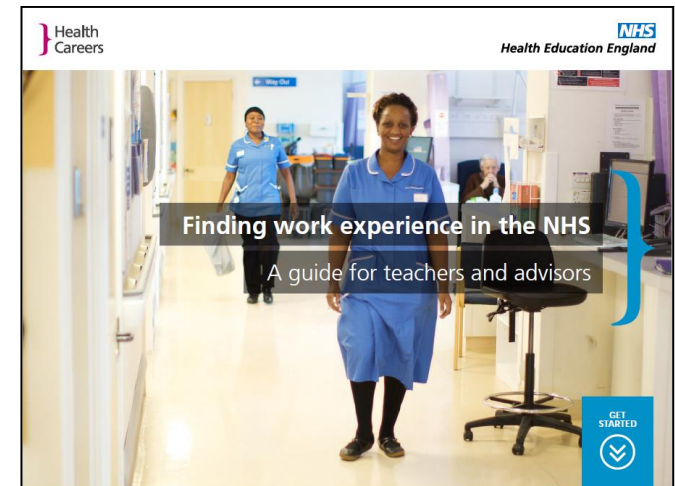


Our five strategic goals



- Work experience toolkits
 - GP
 - Dentistry
 - Generic
 - Teachers and careers advisors

<https://hee.nhs.uk/our-work/work-experience>
- Fair Train: Work Experience Quality Standard accreditation
- Princes Trust and DWP employability programmes



Our five strategic goals



- Social Mobility Foundation – Residential
 - 266 supported on medicine residential
 - 1,194 supported on APP City Medicine strand

- The Sutton Trust - Pathways to Medicine
 - 2014 RoI independent study - Boston Consulting Group in found the Pathways to Medicine programme has a return on investment of £18 for every £1 invested. (The Sutton Trust, 2018)

- Work experience project - RCGP, University of Leeds & partners

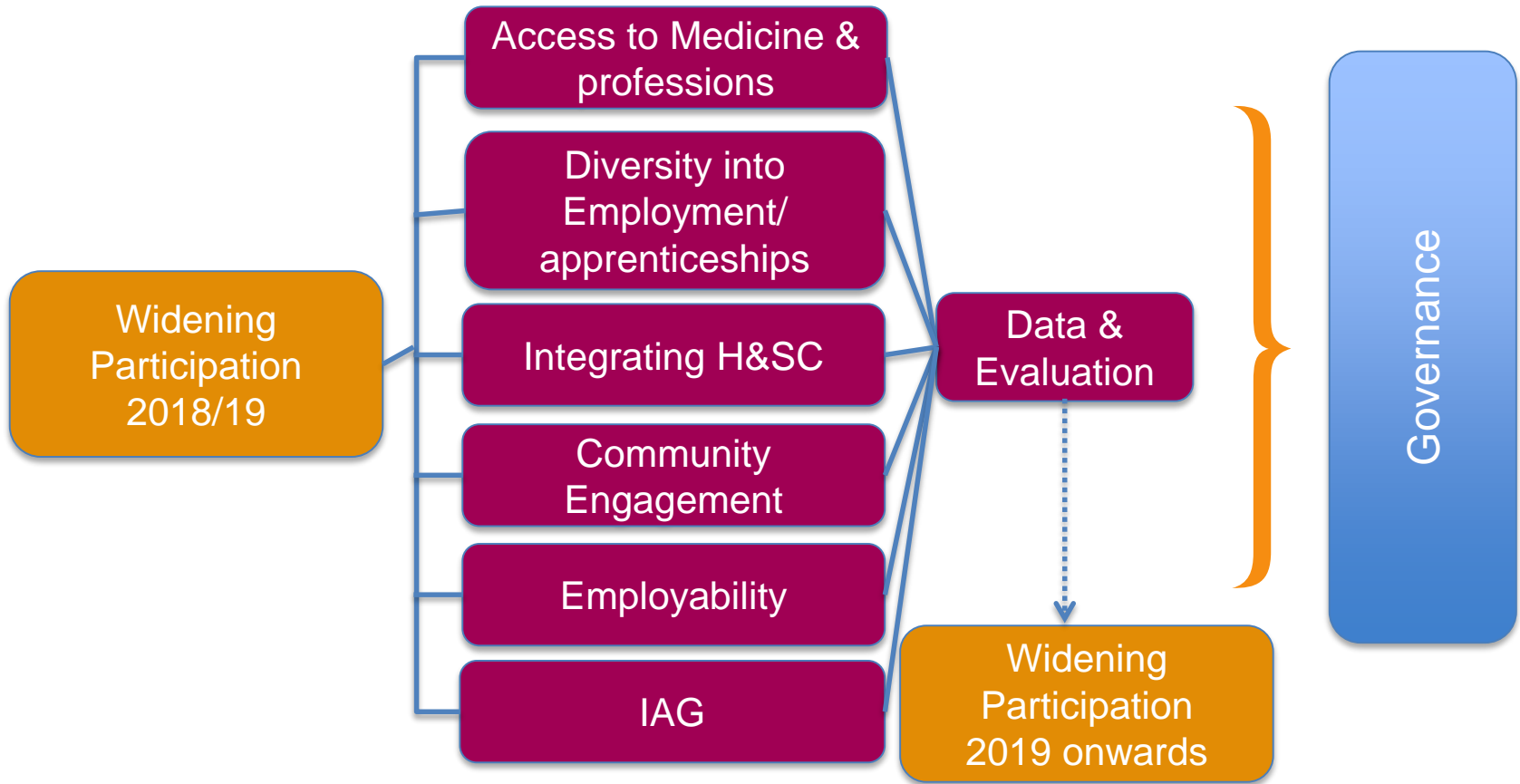
- Medical Schools Council – SEEG implementation
 - Winners of 2018/19 bid summer schools programme

Pathways to medicine subjects studied



- Medicine
- Biomedical sciences
- Pharmacology
- Psychology
- Human Biology
- Neuroscience

This year going forward - themed approach



Download the Widening Participation: It Matters strategy

<https://hee.nhs.uk/talentforcare/wideningparticipation>

Thank you for your time!

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