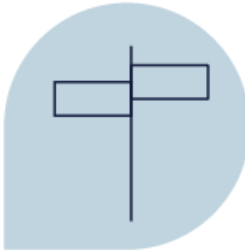


Chapter 3: useful resources and policy context



The NHS Confederation has developed several reports that explore place-based approaches:

- Knowing who to call: supporting integrated care systems to influence the local labour market
- Creating the workforce of the future: a new collaborative approach for the NHS and colleges in England
- Unlocking the potential of new community funds

There are a range of resources and information available to support attraction, recruitment and retention:

Attraction and recruitment

- NHS Employers' measuring up: your community and your workforce tool is designed to help you understand the local population and how to better engage with, recruit and retain these community groups.
- NHS Employers' inspire attract and recruit toolkit is an interactive toolkit for HR professionals, recruitment teams and managers in the NHS to help you inspire, attract and recruit your future workforce.
- This infographic shows the additional options that are available to complement traditional training and recruitment routes.
- Health Education England's national Talent for Care programme includes apprenticeships and work experience/pre employment activity.
- Interactive Career Route Map developed by The Health Estates and Facilities Management Association and The Institute of Healthcare

Engineering and Estate Management raises awareness about roles in estates and facilities and the career opportunities that the NHS can offer.

Inclusive recruitment

- Information on how to build a diverse workforce: diversity and inclusion and accessible recruitment, and supporting disabled apprentices.
- Inclusive recruitment guidance – Information, tools and resources to help employers meet some of the actions of the NHS People Plan around recruitment.
- Inclusive recruitment report – case studies from a range of public, private and voluntary sector organisations to support employers to embed inclusive recruitment.

Alignment to national policy

The NHS Long Term Plan sets out commitments in preventing illness, tackling health inequalities and poverty and supporting social goals including work and health and enhancing the role of the NHS as an anchor. It also sets an ambitious vision for care closer to home that will require a transformational approach to workforce planning.

The NHS People Plan recognises the role of NHS organisations and large social care employers as anchor institutions to bring those furthest from employment into meaningful employment and to target recruitment, volunteering and apprenticeship opportunities in areas of greater deprivation. It also contains several actions to grow and diversify the workforce, to ensure the NHS People Promise is delivered.

The establishment of ICSs with the publication of the integration and innovation white paper, will prompt responsibilities for workforce being agreed at a national, regional, system and organisation level. It also recognises the role of the NHS in social and economic development.

The ICS people function guidance sets out that ICSs should create employment opportunities for local people as a way of improving the lives of people living in the communities they serve. The guidance also sets out the specific responsibility of Integrated Care Boards to work with partners to create education, employment, volunteering and apprentice

opportunities to widen participation in health and care – particularly for people living in areas of greater deprivation, for seldom heard groups and for people not in education, employment or training.

The Operational Planning Guidance 21-22 set out five priorities for health inequalities - restoring services inclusively; mitigating against digital exclusion; ensuring datasets are complete and timely; acceleration of preventative programmes and leadership and accountability for addressing health inequalities. The implementation guidance provides further detailed policy and technical information to enable ICSs and their constituent organisations to develop and agree operational plans.

Core20PLUS5 is an approach to tackle health inequalities and it will be launched in Autumn 2021. It will enable ICS to help focus their activities and impact.

- Core20: the most deprived 20 per cent of the national population (as identified by the Index of Multiple Deprivation).
- PLUS: ICS-chosen population groups experiencing poorer-than-average health access, experience and/or outcomes, who are not captured within the Core20 alone.
- Five clinical areas:
 - early Cancer diagnosis (screening and early referral)
 - hypertension case finding
 - chronic respiratory disease (driving COVID-19 and Flu vaccination uptake)
 - annual health checks for people with serious mental illness.
 - continuity of maternity carer plans.

The Queen's speech said that the government would level up opportunities across all parts of the United Kingdom so that people and

communities that felt left behind in the past get a chance to catch up. The government will publish a Levelling Up White Paper later this year. Levelling Up funds are available.

In response to COVID-19, the government has published its further education white paper and announced financial incentives to boost skills and employment in the aftermath of the pandemic.



What you can do

- National policy and funding provide an opportunity for systems to act by prioritising workforce transformation and recruiting from local communities.