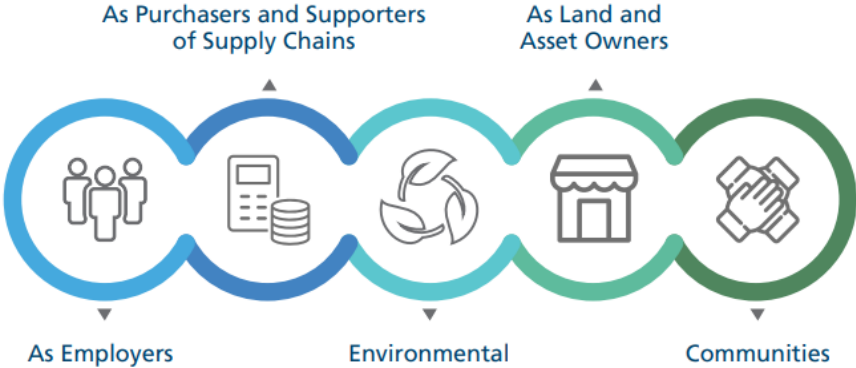




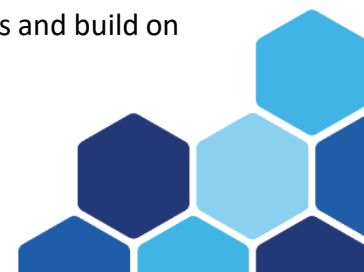
ESNEFT Anchors Dashboard

May 2023



What is an Anchor?

- **Anchor institutions are large public sector organisations which are rooted in place and connected to their communities, such as universities, local authorities, and hospitals.**
- Anchors have significant assets and spending power and can consciously use these resources to benefit communities.
- As well as providing health services, the NHS can use its resources and influence to maximise its social, economic and environmental impacts (social value) to improve the social determinants of health, health outcomes and reduce health inequalities.
- The NHS and wider health and care organisations, working in partnership with communities, local authorities and other public agencies, educational organisations, Voluntary, Community and Social Enterprise (VCSE) organisations and businesses, can make a difference in the following ways:
 - **Widening access to quality work:** Being a good employer, paying people the real living wage and creating opportunities for local communities to develop skills and access jobs in health and care.
 - **Purchasing for social benefit:** Purchasing supplies and services from organisations which consider their environmental, social and economic impacts
 - **Using buildings and spaces to support communities:** Widening access to community spaces, working with partners to support high-quality, affordable housing and supporting the local economy.
 - **Reducing its environmental impact:** Taking action to reduce carbon emissions, consumption and reduce waste and protect and enhance the natural environment.
 - **Working closely with local partners:** Collaborating with communities to help address local priorities and build on their energy and skills; and work with other anchors and partners to increase and scale impact.



Updates since last Dashboard

- Qualitative information has been fully updated.
- Quantitative data has been updated for:
 - Employers
 - Purchasers
- Quantitative metrics for Environment, Land and Assets and Communities are mainly annual and will be updated in future dashboards.
- Following areas highlighted at the last Board we have included updates around Diversity, Students, Armed Forces and Local Volunteers & Community
- We are arranging to socialise the Anchor programme and have contacted Divisional Management Teams to present and gain wider engagement
- We are working with the ICP to determine which metrics are appropriate, recommendation likely to go to ICP Anchors Board later this year
- We are also part of a new University College London Partners Group, which includes representatives from our ICP, the East Of England, London and the North West, looking at a “Measurement Framework” to define common metrics, see next slide for further details



Working with UCL Partners

ESNEFT are part of a new UCL Partners Group looking at a “Measurement Framework” to define common metrics

Background

UCLPartners have been funded by The Health Foundation to develop a measurement framework for NHS Anchor Institutions and partnerships.

Aims:

1. To capture, summarise and share current approaches to measuring anchor activity and impact, and related measurement frameworks
2. To work collaboratively with partners to develop a measurement framework (a ‘core/minimum dataset’)
3. To develop approaches or principles for selecting locally relevant indicators to supplement a core dataset.

Approach:

- To create something **useful** for local measurement – not a performance management system
- To build on and share **existing good work**
- To provide **options** based on anchor maturity / pre-existing work
- To provide something useful for **different levels** – institutions, places, systems, regions, and nationally.

Activities to date

1. **‘Core expert group’** meeting regularly to guide the work (EoE, NW, London, Scotland, NHSE), and range of meetings with national experts / NHSE leads / local stakeholders.

2. **Logic model development.** Based on:

Collaborative workshop

On the 17th January 2023, UCLPartners hosted a collaborative workshop, created with partners from East of England, North West and London regions, along with national anchors leads. There were 25 attendees representing anchor institution work at national, regional, system and institutional levels.

Existing anchors measurement

We have collected existing approaches to anchor measurement, including dashboards, frameworks, reports, etc. We have used these to inform the logic model development.

Stakeholder feedback

The attendees at the collaborative workshop and other stakeholders have provided feedback on a draft logic model

3. **Indicator scoping** – We have been collecting possible indicators.



Our commitment as Employers

For our workforce:

-  We will **widen access to quality work**.
-  Provide **stable employment**.
-  Pay a **living wage**.
-  Enable **career progression**.
-  **Build a future workforce** e.g. increasing number and types of apprenticeships, engaging young people in career development.
-  **Widen workforce participation** e.g. pre-employment programmes, work placements, volunteer work experience.

This will contribute towards benefits for our area - indicators:

Percentage of people aged 16-64 in employment (NOMIS 2020) – Baseline: Essex 76%, Suffolk 76.7%

Deprivation Score (Index of Multiple Deprivation 2019) Baseline: Essex 17, Suffolk 18.5



Recruitment

- We will actively address local employment issues by ensuring we are as open and accessible as possible in our recruitment processes and that we ensure our communities understand how we recruit and the opportunities that we have.
- We will focus on supporting and increasing local employment opportunities to residents and actively targeting recruitment from within our most deprived communities.
- We will focus on providing more opportunities for inclusive employment, addressing both geographical areas and encouraging people who are furthest from employment, including residents with a mental health issues, learning, physical or sensory disability or who are care leavers through focused outreach programmes to consider roles within health, care, and our partner organisations.



Training, development and progression

- We will help and encourage local people to work within health and care by ensuring that they are aware of the varied employment and careers the NHS and partners can offer including training and the skills transferability support we give. This will include delivering a targeted schools engagement programme, promoting apprenticeships and career programmes linking to Job Centre Plus, Further Education, local Adult Learning institutions and university partners.
- We will commit to supporting lower paid staff to reach their potential via inclusive personal and professional development, flexible working, transparent progression pathways and excellent management and mentorship.



Volunteering, work experience & mentorship

- We will increase opportunities for local people to volunteer in our organisations; this will help to support an understanding of the opportunities for people in health and care employment and widen inclusion and diversity.
- We will work with local education providers to promote work experience opportunity and look to how we can support local people into health and care careers through an active mentorship scheme.
- We will encourage staff to volunteer in their communities and to act as “health career advocates” with local schools and exerting local influence where they can through these opportunities within their communities.



Healthy Workplaces

- We will ensure all health organisations provide inclusive, healthy workplace wellbeing schemes that reach all staff especially those with highest needs.
- We will actively seek staff engagement to help us with this agenda to ensure we address issues that are most important to our workforce. Where possible we will look to influence our providers to adopt these same practices.

Our action as Employers

What have we done since the last Dashboard – Jan 23

- 297 work experience opportunities accommodated for academic year to date, with a further 198 applications currently being processed
- 21 FE clinical placements accommodated for Colchester Institute BTEC Health and Social Care students
- 20 FE clinical placements accommodated for Suffolk New College (SNC) BTEC Health and Social Care students with a further 21 to commence in April
- Invested in SNC's Healthcare curriculum through the provision of Virtual Reality (VR) learning. This software package directly links to VR headsets where learners can practice and learn through a range of clinical and care scenarios ranging in levels. This will help better prepare BTEC learners for their forthcoming careers in health and care.
- Pathology Tours for 27 Laboratory Science T-Level and Applied Science students
- Pathology placements for 6 Laboratory Science T-Level students at Suffolk New College organised and to commence in April
- Two of our Special Educational Needs (SEN) Interns who commenced in Sep 22 have now successfully obtained paid employment with OCS working at Ipswich Hospital
- We ran an NHS Careers Masterclass for 24 students from Market Field SEN College. The day showcased the role of the HCA, Porter and roles within Catering as well as BLS. The Masterclass is the first step and we plan to accommodate SEN Internships for the college at our Colchester sites
- On consecutive Saturdays in March we hosted two Medical Careers Days to inspire and educate the next generation of doctors. 95 students took part in a range of practical skills stations; basic life support, suturing, cannulation and GP history taking. Inspiring presentations were given from Dr Dan Poulter (MP), Dr Peter Bishop and Dr Martin Mansfield
- 2022-23 ESNEFT saw its highest ever number of apprentices on programme, with over 314 staff members benefitting from an apprenticeship on 31 March 2022. This is an increase of 46 from the previous year
- ESNEFT currently has 61 apprenticeship standards being utilised across the organisation, which continues to grow as more departments invest in the development of their staff
- As an 'Anchor Employer' ESNEFT has committed to financially supporting the training of 67 apprentices in healthcare organisations, including the East of England Ambulance Service and GP practices within the ICB footprint since April 2022. These are undertaking a range of corporate and clinical apprenticeship standards.

Our action as Employers

What are we going to do

- Medical Doctor Apprenticeship – *Coming Autumn 2024* - ESNEFT and ARU are working together towards the development of this apprenticeship offering. We are expecting this apprenticeship to commence in autumn 2024 and open up opportunities to widen participation in the profession.
- Midwifery Apprenticeship – *Coming 2024* - Conversations are being held to discuss offering the Midwifery apprenticeship pathway within ESNEFT. We are working in collaboration with ARU to assist with course developments with an expected launch of Sep 24
- Therapeutic Radiographer Apprenticeship – *Coming 2024* - We are working with ESNEFT's therapeutic radiography department, to offer the Therapeutic Radiographer apprenticeship standard within 2023-24
- AHP Masterclasses scheduled for April, June, July and September across all sites
- We will be hosting an open day event for ODP careers in May. Collaborating with Nuffield Hospital, we will have tours of the theatres and practical elements with slots for schools, colleges and the general public to showcase the ODP profession. We also plan to run a similar day focused on the Therapeutic Radiographer role
- Careers Expo in collaboration with Colchester Institute for their leavers focusing on the apprenticeship vacancies we have available

Case Study

Working collaboratively with ARU, ESNEFT is launching 'NextMedic', a programme specifically for students from disadvantaged backgrounds who have a keen interest in medicine. The programme will provide an opportunity for those students who would not typically have had the exposure or awareness to apply to medical school before.

The programme will be open to students in Year 9 and span over 5 years. Students will attend inspiring events/teaching days per annum, year 4 will close with a work experience placement at ESNEFT in early summer and the final year will conclude with a fun group event for the end of programme review. **The programme will provide these students with invaluable experience.** Participants will have a buddy/mentor throughout the duration of the programme who will be a Medical Student at the ARU School of Medicine.

On successful completion of the programme students will have the opportunity to apply to medical schools and where applicable will be offered a lower conditional offer.

We will be launching the programme in September 2023 with two cohorts offering 20 places to Year 9 students (full 5-year programme) and 12 additional places for Year 12 students who will complete the last 2 years of the programme.

How we are measuring our progress as Employers

Have equity in employment, opportunity and progression :

Staff Group	No. of Staff	Flex Working		Gender		Age						
		FT	PT	F	M	Under 20	21 to 30	31 to 40	41 to 50	51 to 60	61 to 70	71+
Add Prof Scientific and Technic	313	61.98%	38.02%	74.12%	25.88%		18.53%	28.43%	29.07%	17.89%	5.75%	0.32%
Additional Clinical Services	2415	51.68%	48.32%	83.15%	16.85%	2.57%	20.04%	26.25%	21.57%	21.24%	7.91%	0.41%
Administrative and Clerical	2534	62.43%	37.57%	79.20%	20.80%	1.14%	14.17%	20.17%	22.45%	28.61%	12.51%	0.95%
Allied Health Professionals	902	52.11%	47.89%	82.71%	17.29%		22.73%	29.05%	28.38%	16.19%	3.55%	0.11%
Estates and Ancillary	560	52.50%	47.50%	48.57%	51.43%	1.07%	6.43%	23.04%	25.00%	25.71%	15.89%	2.86%
Healthcare Scientists	322	79.50%	20.50%	61.49%	38.51%	0.31%	16.77%	36.02%	21.74%	19.88%	5.28%	
Medical and Dental	1232	85.23%	14.77%	42.21%	57.79%		24.27%	28.98%	25.65%	16.88%	3.98%	0.24%
Nursing and Midwifery Registered	3573	54.55%	45.45%	90.37%	9.63%		16.79%	34.96%	23.03%	19.96%	5.15%	0.11%
Students	7	85.71%	14.29%	100.00%			28.57%	42.86%	14.29%	14.29%		
Total	11858	59.45%	40.55%	77.74%	22.26%	0.83%	17.68%	28.25%	23.50%	21.67%	7.56%	0.50%

Staff Group	No. of Staff	Ethnicity				Disability			Sexuality		
		White UK	White Other	BAME	Unstated / Not disclosed	Yes	No	Unstated / Not disclosed	Hetero / Straight	LGBTQ+	Unstated / Not disclosed
Add Prof Scientific and Technic	313	79.55%	5.75%	14.06%	0.64%	7.03%	78.27%	14.70%	77.64%	2.56%	19.81%
Additional Clinical Services	2415	74.41%	8.07%	17.18%	0.33%	5.67%	79.71%	14.62%	78.34%	3.69%	17.97%
Administrative and Clerical	2534	89.19%	4.74%	6.00%	0.08%	7.18%	83.86%	8.96%	84.53%	3.24%	12.23%
Allied Health Professionals	902	83.04%	5.99%	10.42%	0.55%	5.99%	80.49%	13.53%	80.49%	3.33%	16.19%
Estates and Ancillary	560	60.54%	20.36%	18.57%	0.54%	3.39%	65.89%	30.71%	62.14%	1.43%	36.43%
Healthcare Scientists	322	60.87%	9.01%	29.81%	0.31%	4.35%	86.34%	9.32%	78.88%	3.11%	18.01%
Medical and Dental	1232	29.55%	13.39%	53.98%	3.00%	2.52%	69.32%	28.17%	75.57%	1.70%	22.73%
Nursing and Midwifery Registered	3573	61.96%	6.58%	31.26%	0.20%	4.45%	80.72%	14.83%	81.70%	2.55%	15.76%
Students	7	71.43%		28.57%			100.00%		71.43%		28.57%
Total	11858	68.92%	7.84%	22.68%	0.55%	5.21%	79.38%	15.41%	79.78%	2.86%	17.36%



How we are measuring our progress as Employers

Have stable employment in an organisation that is good to work for :

Q4 - Mar 23	Staff Turnover			Staff Sickness		
Staff Group	12 Mth Leavers	Avg 12 Mth SIP	Turnover %	FTE Days lost	FTE Available	Sickness %age
Nursing and Midwifery Registered	390	3,684	10.6%	4,237	97,576	4.3%
Administrative and Clerical	312	2,535	12.3%	2,803	68,992	4.1%
Additional Clinical Services	372	2,274	16.4%	4,438	63,473	7.0%
Allied Health Professionals	94	957	9.8%	903	23,580	3.8%
Estates and Ancillary	53	561	9.4%	964	13,951	6.9%
Medical and Dental	20	782	2.6%	836	35,315	2.4%
Add Prof Scientific and Technic	40	332	12.0%	446	8,480	5.3%
Healthcare Scientists	35	330	10.6%	305	9,361	3.3%
Students	0	7	0.0%	8	198	4.0%
Total - Mar 23	1,316	11,462	11.5%	14,941	320,926	4.7%
Total - Nov 22	1,326	11,377	11.7%	15,339	304,794	5.0%
Movement	-10	85	↓-0.2%	-398	16,132	↓-0.3%



How we are measuring our progress as Employers

Diversity

At the Jan Board the subject of Improving Diversity with ESNEFT was raised. The below figures show that the BAME employees of ESNEFT is 22.7%, significantly higher than the local population BAME figure of 7.4%

1. Local Population

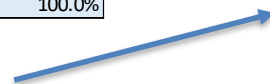
ONS Data Area name	Population Numbers				Population %			
	White	White Other	BAME	Total	White	White Other	BAME	Total
Colchester	156,680	11,021	25,015	192,716	81.3%	5.7%	13.0%	100.0%
Tendring	139,746	2,910	5,637	148,293	94.2%	2.0%	3.8%	100.0%
Babergh	86,899	2,370	3,073	92,342	94.1%	2.6%	3.3%	100.0%
Ipswich	104,795	12,962	21,886	139,643	75.0%	9.3%	15.7%	100.0%
Mid Suffolk	97,023	2,440	3,238	102,701	94.5%	2.4%	3.2%	100.0%
East Suffolk	230,158	6,469	9,433	246,060	93.5%	2.6%	3.8%	100.0%
TOTAL	815,301	38,172	68,282	921,755	88.5%	4.1%	7.4%	100.0%

BAME Employees by Band

Band	Mar-22	Mar-23	Var
Band 1	22.5%	26.6%	4.0%
Band 2	12.2%	15.9%	3.7%
Band 3	6.2%	9.7%	3.5%
Band 4	4.4%	6.2%	1.8%
Band 5	38.4%	41.3%	2.9%
Band 6	15.1%	18.1%	3.0%
Band 7	9.4%	9.5%	0.1%
Band 8A	6.5%	8.8%	2.3%
Band 8B	7.3%	10.6%	3.4%
Band 8C	9.3%	5.9%	-3.4%
Band 8D	5.1%	2.9%	-2.3%
Band 9	0.0%	0.0%	0.0%
Jun Medical	57.3%	60.5%	3.2%
Consultant	41.3%	43.9%	2.6%
Exec	0.0%	0.0%	0.0%
Total	20.2%	22.7%	2.5%

2. ESNEFT Employee Population - Mar 23

White	White Other	BAME	Total
69.5%	7.8%	22.7%	100.0%





Activity Undertaken

- Advocated and promoted the Equality Diversity and Inclusion Agenda which has led to the creation of EDI Steering group for medical Doctors, EDI Steering Group for Estates and Facilities Unit plus 2 EDI Champions identified from the Research and Innovation Department.
- Focus group sessions with the Pharmacy department, training on Unconscious Bias for internal and external Governors
- There are now Staff Network Leads monthly meetings and EDI sessions/training across the Trust
- We have invested in ESNAble to bring it to the same level as the other Staff Networks, plans for its first time official Launch, 19 July
- Relaunch of EMBrace coming in June, expanded significantly diverse membership
- EDI intranet webpage updated & Equality Impacts Assessment updated and uploaded on Intranet



Our commitment as Purchasers

 We will **buy locally**.

 We will buy from **businesses that give local people good jobs**.

 We will buy from **businesses that support community**.



Local supply chains

- We will procure locally wherever possible, and it is deemed appropriate, from Small and Medium sized enterprises (SMEs) and microbusinesses.
- We will actively work with other local anchor institutions to understand opportunity and promote these to local business through engagement channels. This will contribute towards indirect local employment and support economic, sustainable growth within the local area.
- We will expect providers to support the similar workforce practices to those we espouse.



Social and environmental value from procuring goods and services

- We will build social value into our supply chain contracts looking to increase 'additional value' from our providers that bring benefit to our communities.
- Through the social value offer, we will look to support inclusive employment opportunities to local people and seek wider value to areas such as environment, climate action and zero carbon.



Our action as Purchasers

What have we done last Dashboard – Jan 23

- Implemented 10% Social Value criteria for inclusion within Tenders
- Carbon Literacy Training for Category Management Team
- Started to data load the AdviseInc national procurement benchmarking system
- Utilising the new Atamis national procurement contracting system

What are we going to do

- Collaborating with West Suffolk for an ICS wide elective Hip and Knee contract
- Applied to be a pilot for the national Inventory Management System with West Suffolk to enable greater local spend with the NHS Supply Chain hub
- Developing Green projects with sustainability group to progress our Net Zero ambition.

Case Study – Reusable Gowns

Reusable sterile surgical gowns have significant potential to reduce environmental impacts compared to single use disposable sterile surgical gowns (BMJ). ESNEFT has been piloting the use of a multi-use gown that is collected, laundered, re-sterilised and delivered back to the Trust for use. In 2022/23 ESNEFT consumed over 110,000 single use gowns at a cost to the organisation of £200k. This project aims to reduce waste, carbon, water and energy as well as delivering a cost saving on the unit cost of Gowns. The Procurement team working with the Greener Theatres group will be rolling out across ESNEFT in Q1 & Q2 of the 23/24 financial year with the aim to be using over 90% reusable gowns by Sept 23.

How we are measuring our progress as Purchasers

Spending our money with organisations that provide sustainability and social value

	Qtr - Jan to March 24	Full Year 23/24
Number of new contracts highlighting social value	15	28
Total value of new contracts highlighting social value	£13.8m	£19.0m
Average length of contract awarded that highlight social value	2 years	1½ year
Number of new contracts in QTR achieving Net Zero	These metrics is in relation to Procurement Policy Notice 21 "Carbon Reduction Plans", which came into effect from Sept 21, as yet we have no contracts tendered that have required this to be included as this relates to contracts >£5m p.a. , but will update for the next Dashboard	
Total value of new contracts in QTR achieving Net Zero		
Average length of contract - Net Zero		

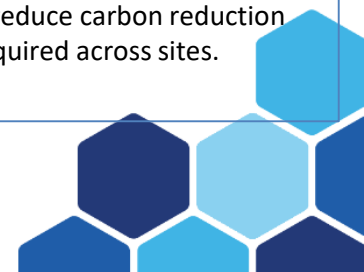
Spending our money locally to boost employment and economy

% of Suppliers that are local (In SNEE footprint, regional, and others)	30%
% of spend with local suppliers	34%
% of spend with SMEs (an annual turnover under £25m – Bank of England definition)	Data not yet available, new software should enable this in 2023

Social Value in Tenders

Estates Supplier - Stroke ward refurbishment. A local contractor who have worked at both Colchester & Ipswich Hospitals sites, and through the placement of the contract will undertake one free project per year to enhance local facilities, in this case they have agreed to clear, renovate and establish a garden for a local school to enhance outdoor learning and knowledge for its students.

IT Supplier - Unified communications Programme. The Cloud hosting proposal will reduce the need for server rooms containing physical equipment therefore reducing power consumption, space requirements etc. There will also be a reduction in the number of plastic desk phones required throughout the Trust. Cloud hosting will also improve workforce agility and could reduce carbon reduction through travel required across sites.



Our commitment to the Environment

- ✓ We will **work to reduce air pollution**.
- ✓ We will **deliver the NHS commitments** on sustainability.
- ✓ We will **provide leadership** through actions, partnerships, engagement and transparency.
- ✓ We will work to **reduce the impact of climate change** on population health.
- ✓ We will **encourage active and sustainable travel options**.
- ✓ We will **promote environmentally sustainable practices** and support green growth and the green economy through our commitment to the environment.

This will contribute towards benefits for our area - indicators:

Fraction of mortality attributable to particulate air pollution
(Public Health England fingertips 2018) – Baseline:
Essex 5.5, Suffolk 5.3

Air pollution: fine particulate matter $\mu\text{g}/\text{m}^3$
(Public Health England fingertips 2019) – Baseline:
Essex 9.6 $\mu\text{g}/\text{m}^3$, Suffolk 9.4 $\mu\text{g}/\text{m}^3$



Environmentally sustainable practices

- We will reduce our carbon footprint by improving energy efficiency and reducing waste and water consumption.
- We will influence sustainable practices in the local community, by advocating for schemes that reduce pollution.
- We will encourage active and sustainable travel options to and from our sites.
- We will work with partners to promote environmentally sustainable practices and support green growth and the green economy through our commitment to the environment.
- We will build social value into our supply chain contracts looking to increase 'additional value' from our providers that bring benefit to our communities.
- We will make better use of natural resources and protect the environment:
 - use of energy, water and consumables, including plastics
 - travel, which requires fossil fuels and contributes to air pollution
 - waste production and waste management

Our action to the Environment

What have we done since last Dashboard – Jan 23

- Reverse vending machine which was purchased through National funding, has now been installed on the Ipswich site.
- Regular meetings with local councillors for Colchester and Ipswich take place on a regular basis to support with driving forward our Green agenda.
- We have signed up to NHS Forest and have requested 200 trees. If we are successful, we will receive the trees for the next cohort in November 2023.
- Re-lamp Ipswich Hospital, non clinical areas (LED Lighting)
- Air Scavengers have been installed within Maternity Services to neutralise emissions from Entonox.

What are we going to do

- Currently refreshing our Green Plan for 2023-2026
- Additional Electric Vehicle (EV) Charging points to be installed at Colchester following construction of new HV electrical supply.
- Royal Horticultural Society (RHS) Healing Gardens
- Tree planting in November 2023 if we are successful with our application to NHS Forest.

Case Study

NHS Forest - The NHS Forest is an alliance of health sites working to transform their green space to realise its full potential for health, wellbeing and biodiversity, and to encourage engagement with nature. It is run by the Centre for Sustainable Healthcare, an independent UK charity, as part of its Green Space for Health programme.

Planting trees on healthcare sites creates better places to live and work. Trees provide privacy and seclusion for staff and patients, cool buildings, provide cleaner air, create habitats for native wildlife and store carbon.

This year NHS Forest are offering tree bundles. Each bundle has been designed to provide a variety of benefits, such as attracting wildlife or providing spring colour, and contains trees of different species and sizes.

Our action to the Environment

Case Study – Going Green in our Theatres

- Colleagues in our operating theatres at Colchester Hospital have introduced a range of innovative measures to reduce their environmental impact – including stopping the use of a highly-polluting greenhouse gas.
- An energy-efficient patient warming system called '**HotDog**', stopping the use of the anaesthetic gas desflurane and moving to recyclable trays for medicines have all been introduced as moves to be greener. This system uses electricity to silently warm blankets which can be wiped down and reused between patients.
- The team are looking into a variety of other ways to reduce the carbon footprint within the operating teams.
- **Washable drug trays** can be used hundreds, if not thousands, of times rather than cardboard ones that have to be incinerated – helping to reduce carbon emissions, and the team are looking into other ways we can be more environmentally-friendly in how we work."
- Changes have already been made across ESNEFT as part of the Green Plan, including re-using sharps boxes, recycling food waste, introducing energy-saving LED lights and encouraging environmentally-friendly ways to travel to the hospitals.


The HotDog system




Washable drug tray




Our commitment as Land and Asset Owners

 We will **maximise use of our estate to support our staff**.

 We will **share the use of land and buildings** we have to help our communities.

 We will **work to support local housing** for key workers.

 We will **use local business** wherever we can when we undertake building work.



Best use of land and assets

- We will utilise and maximise the use of our estate to ensure that we can support our staff and local communities.
- We will do this through sharing our land assets to support need through concepts such as green space, encouraging community groups to use void spaces.
- We will work with our local planning authority partners to ensure that NHS land disposals, where possible, supports the delivery of housing for local communities including our own NHS staff (or essential public sector workforce).



New development

- We will procure capital build developments and regeneration of estate projects in ways which support the creation of local jobs, skills, training and apprenticeships, with focus on young people and those facing disadvantage.
- We will seek to engage with local SME and microbusinesses either directly or via supply chains where possible and ensure that social value becomes embedded within these development schemes.



Our action as Land and Assets Owners

What have we done since last Dashboard – Jan 23

- Working with local contractors & suppliers on a range of building projects.
- Regular meetings are taking place with Councillors for Colchester Borough Council and Ipswich Borough Council to discuss options of a collaborative approach on how we manage our land and assets, including the Optimisation of the Public Estate.
- Attendance at the Council's Annual General Meetings to provide updates on current building projects.
- Engagement with Essex County Council – Climate Summit

What are we going to do

- Progressing the potential purchase of the old St Clements Social Club and land at Ipswich – the plan is to create an IT training centre and provide some facilities for community use for local residents. Legal negotiations and exchange of contracts to complete by May 2023
- Tier Scooter Hub scheme – Colchester Hospital
- Working more closely with Colchester Council on possible joint purchasing to reduce energy costs, waste management opportunities and best practice
- Apprenticeship placements
- Increase our Volunteering scheme

Case Study

Essex Climate Action Commission –The initial purpose of the Essex Climate Action Commission was to set out recommendations on tackling the climate crisis. This included devising a roadmap to get Essex to net zero by 2050. The recommendations were:

- Reduce the county's greenhouse gas emissions to net zero by 2050, in line with UK statutory commitments
- Make Essex more resilient to climate impacts such as flooding, water shortages and overheating

The current role of the commission is to monitor and drive implementation of these recommendations across greater Essex by:

- advising on priorities for direction
- reviewing and evaluating progress towards net zero
- supporting the adoption of climate positive policies and practices at all levels of local authorities in the region
- facilitating collective action across the county
- encouraging public engagement with residents, businesses, schools, communities, third sector organisations and other institutions of Essex.

Our commitment to our Communities



We will **increase opportunities for local people to volunteer in our organisations**; this will help to support an understanding of the opportunities for people in health and care employment and widen inclusion and diversity.



We will **encourage staff to volunteer in their communities** and to act as “health career advocates” with local schools and exerting local influence where they can through these opportunities within their communities.



We will **listen to our local communities** and work to do what matters most to them.



Recognising our role as anchors and working together to support communities

- Each organisation will recognise their role in being a local anchor and commit to working within the anchor network and with system partners on this agenda so to maximise the collective influence we have in addressing socio-economic and environmental determinants.
- By embedding this anchor mission into our ethos through our organisational vision, values, culture, communications, behaviours, leadership, corporate planning and budgeting, we will seek to support inclusive, sustainable growth and the people and communities we are anchored within.
- We will listen to our communities to ensure that our mission addresses what matters most to them and work with them through our partnerships to make sure our influence supports positive change.
- We commit to work together through the Suffolk and North East Essex Integrated Care System Board to seek and agree best practice, to measure impact and hold each other to account.
- We will share best practice and learning as an active network of anchors within the system and with wider partners.



Our commitment to the Armed Forces Community

Advocacy on behalf of the Armed Forces Community

- We have contacted **over 1,300 organisations** to advocate for the Armed Forces Covenant.
- We're committed to growing armed forces support in our communities. As part of this, we have supported 3 local schools, Health Watch Essex and Suffolk and North East Essex Integrated Care Board to all sign pledges to the Armed Forces Covenant.
- Our Armed Forces Network have hosted NHS insight events, for serving military personnel who are wounded, sick or injured as part of a transition from military service course held at the Personnel Recovery Centre – Merville Barracks, Colchester.
- We've hosted veteran awareness roadshows on-site with partners from Combat 2 Coffee, OP Courage and Walking with the Wounded
- We have encouraged staff to engage with the armed forces community by hosting recruitment stands for 254 Medical Regiment. We also promoted the reserves through our internal communications, resulting in 10 colleagues contacting the Regiment about joining.
- We set up and ran an Armed Forces Employment Programme, providing masterclasses and work placements for members of the AF community who were seeking entry level non-clinical roles within ESNEFT



Our action to our Communities

What have we done since last Dashboard – Jan 23

- Clacton CDC Training Academy
 - Since the last dashboard, we have successfully run eight cohorts, and have surpassed our initial targets.
 - Formal employment support for past candidate ends on 28th April 2023, but so far we have secured 95 jobs and 130 positive outcomes, from 222 participants.
- Armed Forces Employment Programme
 - Our first cohort has completed their masterclasses and are now on placements within Colchester Hospital.

What are we going to do

- In the next few months, we are aiming to launch the following two new Training Academies:
 - Ipswich Community Training Programme – For entry-level diagnostic roles at Ipswich Hospital
 - General Practice Foundation Training Academy – For entry-level roles within general practice
- Looking towards later in 2023/24, we are exploring options to open a further two Training Academies, with one being hosted by another Trust in our ICB footprint.

Case Study

Following a successful bid to the Community Renewal fund, ESNEFT launched an innovative training academy model, to recruit entry-level diagnostics staff from the local population in Tendring for the Clacton Community Diagnostic Centre. The success of this pilot has led to the securing of further funding to extend the model to other workforce requirements and led to the creation of a number of other training academies including “The Community Diagnostic Training Academy Clacton”. It has supported 222 participants, with positive outcomes (employment or further learning) for 130 of these, of which 95 have secured jobs. It continues to support 7 overseas-qualified health professionals with English language classes, in order to assist them with securing NMC or GMC registration.