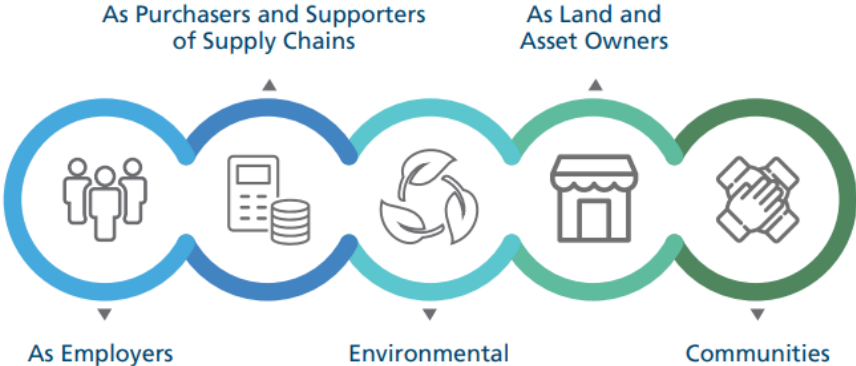




East Suffolk and
North Essex
NHS Foundation Trust

ESNEFT Anchors Dashboard

May 2024



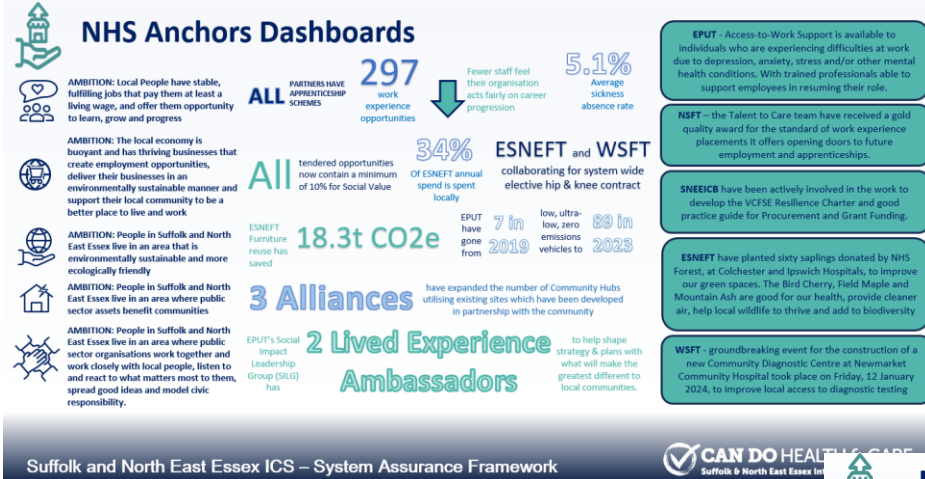
Updates since last Dashboard

- Qualitative information has been fully updated.
- Quantitative data for Employers, Purchasing included in this dashboard are now in line with agreed ICB metrics.
- In 2023 ESNEFT contributed to the Essex Anchors Network Progression Framework to map activity taking place across Anchor institutions in Essex. This was completed by NHS Organisations, Councils, Police and Universities plus other parties, there was no specific feedback by organisation and provided highlighted areas of opportunity and barriers to future Anchor work.
- The ICS have introduced a new Dashboard and are focussing quarterly on one of the five Anchor Pillars (People, Procurement, Land & Assets, Environment and Communities). The first dashboard is based on People with contributions from ESNEFT, WST, EPUT, NSFT and the ICB and was reviewed at the ICB Anchor Steering group in April; see next slide for further details.
- An ICS Procurement Anchors group has been set up with the first meeting to take place at the end of April.



ICS Dashboard highlights

ICS Aim 4: Help the NHS support broader social & economic development



Initial summary of overall work done by ICS highlighting activity and metrics

- EPUT** - Access-to-Work Support is available to individuals who are experiencing difficulties at work due to depression, anxiety, stress and/or other mental health conditions. With trained professionals able to support employees in resuming their role.
- NSFT** - The Talent to Care team have received a gold quality award for the standard of work experience placements it offers opening doors to future employment and apprenticeships.
- SNEEICB** have been actively involved in the work to develop the VCFSE Resilience Charter and good practice guide for Procurement and Grant Funding.
- ESNEFT** have planted sixty saplings donated by NHS Forest, at Colchester and Ipswich Hospitals, to improve our green spaces. The Bird Cherry, Field Maple and Mountain Ash are good for our health, provide cleaner air, help local wildlife to thrive and add to biodiversity
- WSFT** - groundbreaking event for the construction of a new Community Diagnostic Centre at Newmarket Community Hospital took place on Friday, 12 January 2024, to improve local access to diagnostic testing

Focus on: Our Action as Employers

AMBITION: Local People have stable, fulfilling jobs that pay them at least a living wage, and offer them opportunity to learn, grow and progress

Example of 6 focus slides on various people themes

I have more access to local employment.

Local Young People are aware of opportunities to work in health and care

Higher level of skills, qualifications and educational attainment in the local population

Local / target populations are more aware of employment opportunities in the trust, and have support to access these

WHAT we have done – Qualitative indicators

Examples of how we know activities undertaken and actions taken in the most recent quarter/year have made a difference to people

ESNEFT have accommodated 289 work experience placements to date for academic year '23-'24, and have received 122 responses to online evaluations for feedback following their placement; 118 of which would consider working at ESNEFT in the future following their work experience placement, and 119 would recommend work experience at ESNEFT to a friend. They have also accommodated 66 T-Level and STFC placements for this academic year. 3 of these students have successfully obtained part-time positions at ESNEFT. School/College Events

NSFT The Talent for Care team have played a key role in supporting the placement of T-level students within the Trust, supporting local Further Education providers and developing a future workforce pipeline. Although the uptake of this activity has been modest, with <25 work placements being taken up in the last five years, promotion of the initiative across Schools and Colleges in the region has acted as a positive public relations exercise for the Trust and been beneficial for raising the profile of the organisation

WSFT has been working with the DWP for approximately 18 months to help their clients back into the workforce. Under this programme they provide the employment advisors with details of roles they are looking to fill, which they then use to identify suitable candidates from their client list and help prepare them for interview. WSFT then hold interviews at the DWP sites across the west of Suffolk, which proves easier for the clients to attend and is a familiar environment for them.

SNEEICB offer work experience e.g. pharmacy students over summer and also offer NHS Graduate Management Scheme placements, and there are a range of activities through the Health and Care academy, working with secondary schools and colleges to help students understand different careers such as a recent STEAM (Science, Technology, Engineering, Arts and Maths) Careers Fair held at Clacton Town Hall attended by over 200 primary school children from 9 schools across Tendring.

EPUT's is promoting new inclusive recruitment pilot across the Trust offering opportunities to those with learning disabilities and Autism; and is a Disability Confident Leader (with support from the D&MH Network in the Trust) and as such offers interviews to any applicant with a disability who meets the required criteria on the person specification.

Quantitative Indicators

Proportion of staff in each band and/or staffing group who are local (%)

Have a strategy or clear programme in place for community outreach and working with educational organisations to support routes into training and work?

62%

of ESNEFT employees live within 5 miles of work – April 22

4 DO

54%

of WSFT employees live within postcode districts immediately surrounding the Trust

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 (1 of 2)

What have we done since the last Dashboard – Jan 24

Work Experience

We have accommodated 335 work experience placements to date for this academic year 23-24. We have had feedback from 122 of these - 118 of which would consider working at ESNEFT in the future following their work experience placement, and 119 would recommend work experience at ESNEFT to a friend.

Work placements

We have accommodated 83 T-Level and BTEC student placements this academic year to date, surpassing last year's figure of 62. Three of these students have already obtained part-time positions at ESNEFT.

School/College Events

933 school and FE students have attended ESNEFT career events in the first 2 terms of the 2023/2024 academic year. We are on track to exceed our 1000 target

Healthcare Science Support Investments

ESNEFT has invested to pump prime a new Health science curriculum at both Suffolk New College and Colchester Institute, working with each college to increase the numbers of young people studying for these careers and develop the infrastructure to enable them to progress into employment in much needed roles across ESNEFT.

ESNEFT's investment is supporting the purchasing of essential equipment, resources, and development of new Biomedical Science and Applied Science courses.



Our action as Employers (2of 2)

What have we done since the last Dashboard – Jan 24

Apprenticeships

In 2023/2024 :

- £1,528,996 of Apprenticeship Levy was invested in the training of ESNEFT staff undertaking Apprenticeships – an increase of 21% on 2022/2023
- £151,711 of this was used as Levy Share to support Apprenticeships in other health and care organisations in the ICS – an increase of 120% on 2022/2023
- 100 ESNEFT staff successfully completed their Apprenticeships – an increase of 11% on 2022/2023
- 423 ESNEFT staff were undertaking Apprenticeships as of 31/03/2024 – an increase of 22% on 2022/2023
- 106 of our apprentices were being trained by our internal Apprenticeship Delivery Team – an increase of 41% on 2022/2023

These are all forecast to increase further in 2024/2025 with the growth expected through initiatives such as the launch of the Medical Doctor Degree Apprenticeship, the Healthcare Support Worker Apprenticeship Training Academy, and the expansion of Nursing Associate Apprenticeships.



Our action as Employers

What are we going to do

- Following the success of the Next Medic programme launch in North Essex, and in order to provide equal opportunities across ESNEFT services, we aim to extend the offering to East Suffolk for September 2024. The expansion will enable opportunities for secondary school students in both North Essex and East Suffolk to aspire to undertake medicine at their local medical school, and potentially work within the local NHS workforce at ESNEFT.
- We are partnering with WSH, and West Suffolk College, to deliver a community diagnostic training academy to support the recruitment for WSH's new Community Diagnostic Centre in Newmarket. This will be the first training academy that will be delivered outside of ESNEFT's footprint and comes from our ongoing commitment to share best practice and support other organisations within SNEE to recruit and retain staff.

Case Study

Medical Doctor Degree Apprenticeship (MDDA)

- The Medical Doctor Degree Apprenticeship was open to applications for both staff and the general public in February 2024. Our commitment, nationally funded, is for 25 Apprenticeships commencing in September 2024 and a further 25 starting the following year. We hope that national funding continues for a further 3 cohorts.
- East of England is an historically "under doctored" region with some areas in North Essex and South Suffolk where representation of medical degree applicants is either low or non-existent. Our vision is to create opportunities for those who may otherwise not have been able to apply.
- Since launching the MDDA opportunity engagement has been the following:
 - 2,806 applications of Initial interest were received, 1,240 were invited to Face-to-Face information events & 388 applied for the MDDA Apprenticeship position
- We are now in the shortlisting and selection phase of the project

How we are measuring our progress as Employers

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

| BENEFIT TO PEOPLE | MEASURE | DATA |
|--|--|--|
| Have stable employment in an organisation that is good to work for | Sickness absence rate % (NHS Provider Staff Data) - quarterly | 4.8% Feb 24, a reduction from the previous reported 5.1% in Oct 23 |
| | Leaver rate (%) (NHS Provider staff data) - quarterly | 11% Feb 24, an increase from 11.3% in Oct 23 |
| Have access to training, development and opportunities | Proportion of the apprenticeship levy spent (%) - annual | 57% for 23/24, an increase from 47% in 22/23 |
| Have equity in employment, opportunity and progression | Proportion of staff who agree that their organisation acts fairly with regard to career progression/promotion regardless of ethnic background, gender, religion, sexual orientation, disability or age (%) - annual (NHS Staff Survey) | 58% for 23/24, an increase from 54% in 22/23 |
| Have more access to local employment | Proportion of staff in each band and/or staffing group who are local (%) - annual (HR data and Google Maps) | 62% of employees live within 5 miles of work, April 24 and in line with previous figures |
| Have equity in employment, opportunity and progression | Proportion of staff in each band and/or staffing group from target populations (%) - annual (NHS Provider Staff Data) | See next slide for further details |



How we are measuring our progress as Employers

Have equity in employment, opportunity and progression (Feb 24) :


| 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 | 248 | 60.08% | 39.92% | 76.21% | 23.79% | | 20.16% | 31.05% | 25.40% | 18.15% | 4.84% | 0.40% |
| Additional Clinical Services | 2497 | 52.02% | 47.98% | 82.82% | 17.18% | 2.60% | 21.67% | 25.75% | 20.99% | 20.70% | 7.85% | 0.44% |
| Administrative and Clerical | 2685 | 63.31% | 36.69% | 78.81% | 21.19% | 1.42% | 14.67% | 20.30% | 22.01% | 27.37% | 13.37% | 0.86% |
| Allied Health Professionals | 990 | 56.26% | 43.74% | 80.00% | 20.00% | | 23.64% | 27.07% | 29.29% | 15.86% | 4.04% | 0.10% |
| Estates and Ancillary | 581 | 51.64% | 48.36% | 48.02% | 51.98% | 0.69% | 7.23% | 20.65% | 25.30% | 27.54% | 15.32% | 3.27% |
| Healthcare Scientists | 336 | 79.17% | 20.83% | 63.39% | 36.61% | 0.30% | 16.67% | 37.80% | 20.54% | 19.05% | 5.65% | |
| Medical and Dental | 1303 | 85.57% | 14.43% | 43.05% | 56.95% | | 26.02% | 28.86% | 24.41% | 16.19% | 4.22% | 0.31% |
| Nursing and Midwifery Registered | 3722 | 54.14% | 45.86% | 90.52% | 9.48% | | 16.04% | 36.24% | 22.33% | 19.61% | 5.62% | 0.16% |
| Students | 2 | 50.00% | 50.00% | 100.00% | | | | 100.00% | | | | |
| Total | 12364 | 59.87% | 40.13% | 77.56% | 22.44% | 0.87% | 18.22% | 28.36% | 22.91% | 21.18% | 7.92% | 0.53% |


| 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 | 248 | 74.60% | 6.85% | 18.55% | | 6.45% | 84.27% | 9.27% | 80.24% | 4.84% | 14.92% |
| Additional Clinical Services | 2497 | 71.97% | 8.77% | 19.22% | 0.04% | 6.81% | 84.50% | 8.69% | 82.82% | 3.72% | 13.46% |
| Administrative and Clerical | 2685 | 87.64% | 5.36% | 6.96% | 0.04% | 8.31% | 86.63% | 5.07% | 86.41% | 3.65% | 9.94% |
| Allied Health Professionals | 990 | 79.80% | 5.56% | 14.65% | | 7.88% | 83.33% | 8.79% | 82.83% | 3.43% | 13.74% |
| Estates and Ancillary | 581 | 58.86% | 20.31% | 20.48% | 0.34% | 3.96% | 70.91% | 25.13% | 66.78% | 1.03% | 32.19% |
| Healthcare Scientists | 336 | 60.71% | 8.63% | 30.36% | 0.30% | 4.17% | 91.37% | 4.46% | 80.65% | 3.87% | 15.48% |
| Medical and Dental | 1303 | 27.40% | 14.89% | 57.71% | | 4.53% | 78.36% | 17.11% | 78.51% | 2.00% | 19.49% |
| Nursing and Midwifery Registered | 3722 | 60.45% | 6.56% | 32.97% | 0.03% | 5.43% | 87.10% | 7.47% | 86.30% | 3.01% | 10.69% |
| Students | 2 | 100.00% | | | | | 100.00% | | 100.00% | | |
| Total | 12364 | 66.97% | 8.25% | 24.73% | 0.05% | 6.35% | 84.55% | 9.10% | 83.33% | 3.19% | 13.48% |

Movements from last submission : Total staff has increased by 102. Flexible working and the proportion of staff under 30 has remained constant, the BAME staff group has increased by 0.3% and staff with a disability has increased by 0.2%



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 24

- We have implemented the Provider Selection Regime from 1st Jan 2024. This has enabled quicker and faster decision making for the award of contracts for clinical services; the PSR is designed to ensure decisions are made in the best interests of the local population
- We have entered into the national agreement for Energy purchasing which reduces price risk.

What are we going to do

- We have arranged a meeting with a company called Social Value Portal to look at how best to measure Social Value for procurement contracts.
- We are meeting as an ICB procurement group to agree our collective aims and provide support.
- We are looking at how we address the need for the NHS to become more sustainable in the products we consume, including looking at multi-use, re-manufactured and more recyclable products

Case Study

Procurement of Long Covid Support Services

The aim of the procurement project is to address the social support needs of the Long Covid population within our community and to promote the existing healthcare pathways. The supplier objectives are to:

- Improve the social & wellbeing of patients recovering from Long Covid
- Promote confidence and energy levels through swift referral and access to personalised sport activities
- Work with health partners to make responsive changes the programme to suit the needs of this complex population
- Perform timely screening of referrals aiming for initial assessment of patients within 4-weeks
- Report relevant outcomes to patient GPs and health partners on successful patient discharge from the service

The market exercise identified a number of local suppliers based in Suffolk and North Essex (as below) with a total investment of £500,000 in the local economy.

Suppliers: Sports for Confidence - KiActiv - Suffolk Mind – Citizen Advice Bureau (Ipswich, Colchester and West Suffolk)

How we are measuring our progress as Purchasers

| BENEFIT TO PEOPLE | MEASURE | DATA |
|---|--|---|
| Encourage and support local enterprise | Average length of time taken to pay suppliers (days) (finance system) | 25 Days as at March 2024, a reduction from previous length of 27 days |
| Spend money locally to boost local employment and economy | Proportion of annual addressable spend that is with local and/or target organisations (%) (finance system) | 34% |



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 24

- Royal Horticultural Society (RHS) Healing Garden is now under construction, due for completion in May with the Official opening taking place in July.
- 2024-27 Green Plan approved by Trust Board on 11th January 2024.
- Colchester Hospital Electrical Infrastructure Upgrade - Thor Five Project is to extend the new hospital High Voltage supply is being reviewed and due to be awarded to ensure sustainable energy supply for new builds.
- Commenced the decommissioning of the Nitrous Gas manifold at Ipswich Hospital (as per Colchester Hospital) to help towards net zero target


What are we going to do

- Detailed action plans for the Green Plan being developed.
- Redefining the governance structure and reporting of the Sustainability Steering Group
- Looking at opportunities for permanent Cycle Repair and Storage facilities.
- Working with System partners to look at future development opportunities.
- Apply for funding from the LCSF to produce Heat Decarbonisation Plans for our wholly owned sites.
- Explore opportunities to roll out EV charging at greater speed (with external partner – see below Case Study).


Case Study


Following the introduction of Electric Vehicle charging points we are exploring opportunities with external parties to provide fully funded EV charge points, thereby delivering at speed and no cost to the NHS. The concept is based on the Trust renting out the car parking spaces (anticipated to be a 20 year agreement) to an EV Charging provider, they then arrange for independent electrical supplies with UKPN, carry out all works required to install the chargers and manage the day-to-day operation of the chargers and associated payments. We would be entitled to a fixed rent and/or a share of the profit generated from charge points – whichever is greater.

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 24

- Continuing review of our space, occupancy & utilisation, and review of tenure/ tenants.
- Continued assurance for VFM through scrutinising lease arrangements and devaluing budgets to enforce better budgeting by landlords.
- Increase the rollout of occupancy sensors
- STAR project opportunity identified to optimise use of clinical and non-clinical space.
- Use of local contractors at Clacton, Kennedy House, Mill Road & the Crescent. We have enabled local contractors to expand into EPUT & HPFT.
- Clacton improved accessibility and car parking provision.
- Clacton, mobilisation of the final phase of the Community Diagnostic Centre (Endoscopy)
- Ongoing engagement with One Public Estate, the Local Estates Forum and ICB to support community housing projects.

What are we going to do

- The decants, moves & rationalisation continues over the next quarter at Clacton Hospital in preparation for the STAR demolition and refurb over the coming 18 months.
- Working with a charity partner to review the garden space post build that could make a useful social prescribing footprint
- Review with partner EPUT re options to potentially commit to long term use of their owned estate at Clacton hospital.
- Further reviews of North End at Ipswich Hospital to support strategy to rationalise.
- Development of a new Property and Estates Strategy Operational plan and supporting strategies to ensure that our estate is safe, functional and provides VFM.
- Continuing to work with system partners for opportunities for collaboration.

Case Study : Clacton STAR (Site Transformation & Redesign) Programme

- An £18m investment has been secured to provide a new build and refurbished buildings to support a new Urgent Treatment Centre and other healthcare services on the Clacton Hospital site.
- This development, whilst helping drive optimisation and utilisation of the site, will provide collaborative working and pathway development opportunities between the on-site Community Diagnostic Centre, Urgent, Primary, Community and Outpatient services. The scheme is due for completion Autumn 2025 and will provide local employment.

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 action to our Communities

What have we done since last Dashboard – Jan 24

Community Training Academies

Our work with our nationally recognised training academies continued, with the latest flagship academy at Ipswich Hospital completing in March 2024. For this academy, we had 50 participants, with 20 going on to secure jobs locally (9 at ESNEFT), and a further 28 participants referred to further learning courses, in a bid to increase their employability and future career growth.

What are we going to do

Inclusive Employment Practices for People with Learning Disabilities

We have developed drafts of an MoU with ECL, to be signed in April 2024, outlining our respective commitments to the collaboration, and aspirations around numbers of successful job candidates from those with learning disabilities and Autism who ECL supports.

Case Study

Inclusive Employment Practices for People with Learning Disabilities

Following a funding award from NHS England's Workforce Disability and Equality Standard Fund, in Q4 we implemented a new pathway for adults with learning disabilities and Autism to apply for jobs at ESNEFT, recognising that the "traditional" recruitment pathway may not always be accessible, and access to existing reasonable adjustments can be confusing for those unfamiliar with the Trust.

Following consultation with the Trust's disability network, equality leads, recruitment team and the ICB, we have partnered with ECL (Essex Cares Ltd) – an organisation in Essex dedicated to helping people with learning disabilities and Autism gain paid employment. As a result of this partnership, we had after the first 3 months of the project:

- adjusted our recruitment processes to support candidates with this background
- secured employment for 2 such candidates, with further interviews and shortlisting imminent