



BSW Academy
Unlocking potential, developing together

Introducing the BSW Academy

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@BSW_Academy



BSW Academy



Five parts of the model



1. Personalised care

We want everyone who lives in BSW to experience a personalised approach, however they interact with health and care

2. Healthier communities

We want every community in BSW to be a healthier community with reduced health inequality so that everyone has a better chance to live a healthy life

3. Joined-up local teams

Multi-disciplinary teams, designed for and based in healthier communities, will be able to work together seamlessly to serve local people

4. Local specialist services

We will make more specialist services available at home and closer to where people live

5. Specialist centres

Our network of specialist centres will develop to focus more on the most specialist care and less on routine services which we can provide elsewhere

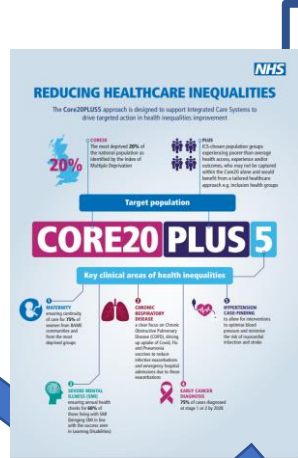
3x Joint Strategic Needs Assessments

Population Health Management Information

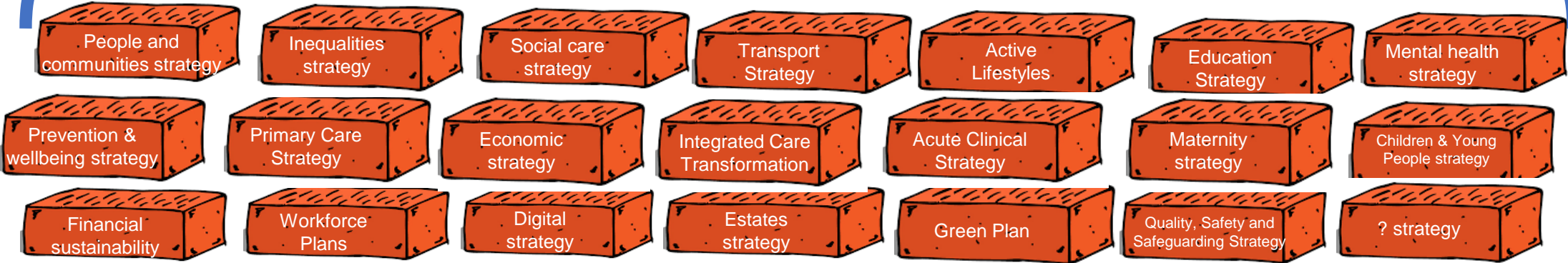
Delegated Commissioning

Elective Recovery

Urgent and emergency Care Programme



BSW Integrated Care Strategy



Illustrative of the multiple strategies and plans that exist across BSW and have a link to the Integrated care Strategy if our focus on the wider determinants of health.

Some of these will be replicated in multiple organisations.



The BSW Academy: *unlocking potential, inspiring ambition and creating a culture where people can thrive*



The five pillars of the BSW Academy

Enabling workforce development and transformation working with all partners in health and care

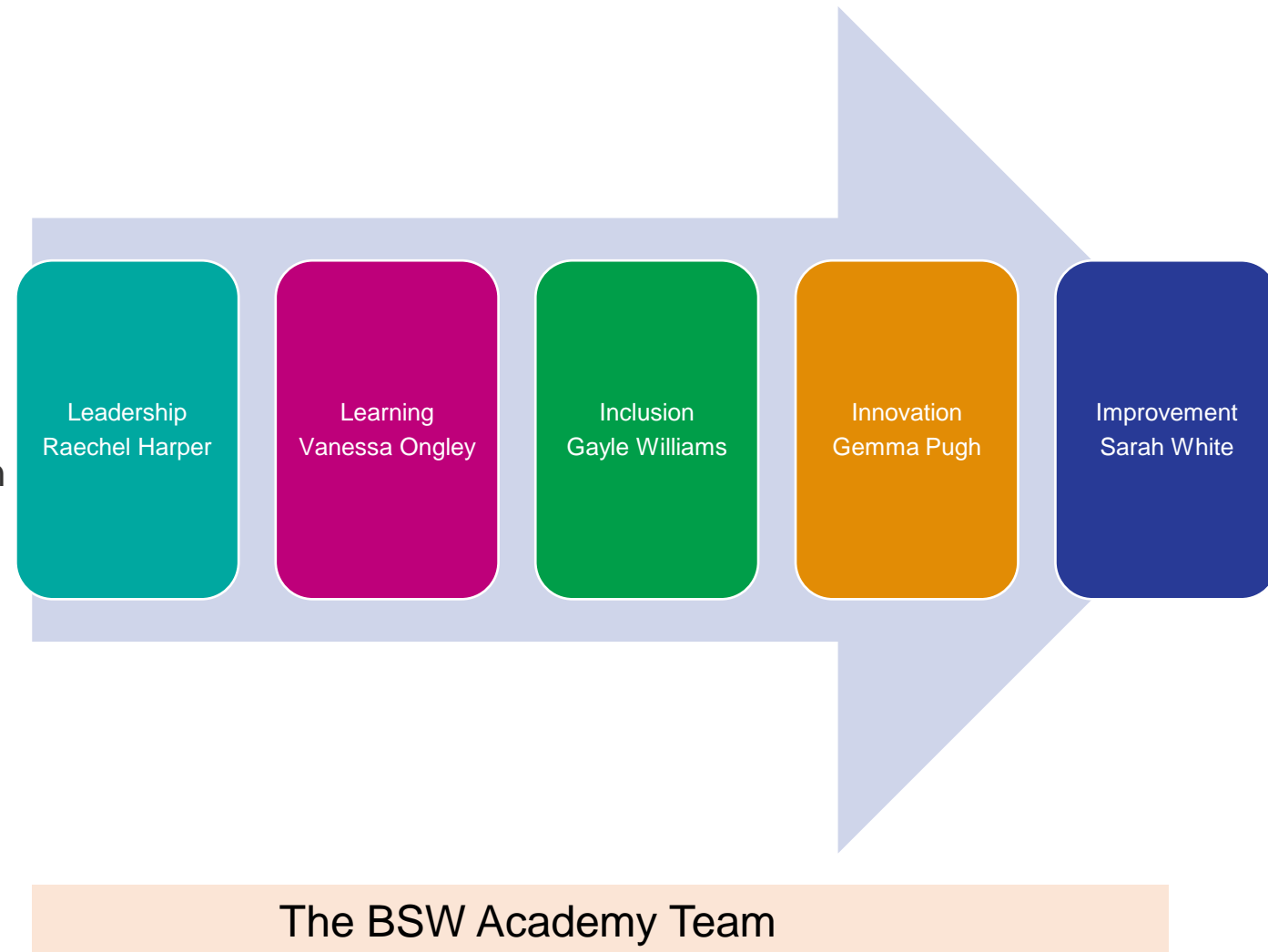
Workforce : Identified as a core priority with all our partners



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- A collaboration with the aim to reduce duplication, enhance consistency, enable scalability and create new thinking, change and opportunities
- Formal reporting into the ICB People Committee-matrix across clinical and corporate portfolios via an Academy Group
- Academy Leadership Team: Director, Associate Director and each pillar had a senior lead
- Each pillar has a number of agreed priorities and inter dependencies with a community of practice group/task and finish groups
- Co ordination of external; partnerships i.e. education partners, AHSN





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'Get In' Opportunities



- New To Care programme
- Virtual work experience
- T level strategy/ placements ; mapped to career pathways
- NHS Cadets programme
- System wide Princes Trust
- SWAP programmes
- Increasing the number of ambassadors across all partners
- Health Education England South West Careers Portal



Prince's Trust



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'Go Further' Opportunities



- Support worker development programmes working across care and health : aim to develop a higher development award
- Increase range and number of apprenticeships, focus on level 3 and skills gaps , exploring rotational apprenticeship offer with estates , levy transfer process
- Enhancing inclusion pathways for our local communities to thrive as part of our BSW health and care sector
- BSW career pathways



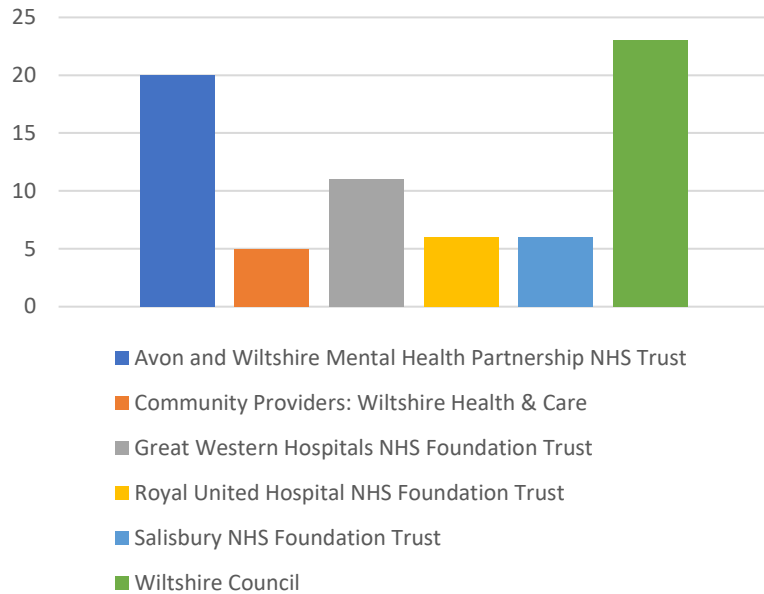
		Priorities					Specific workforce Priority Areas across all pillars
Leadership		Designing and implementing system leadership programmes	Organisational Development: Structural Dynamics – having a different conversation	Talent Management	Coaching and Mentoring	Graduate Management Trainee scheme	Domiciliary care
Learning		Widening participation Work Experience Princes Trust Ambassador programme	Apprenticeship programmes- For workforce supply and development Levy transfer process	Clinical placement expansion	Skills Development Programmes Career Pathways ‘grow our own models’.	New Roles: Nursing Associates	Maternity Workforce
Inclusion		Act as an expert resource for EDI across all partners	Inclusive employment and work experience opportunities with participation representative of local communities	Increase the diversity of learners on training programmes	Review and benchmark workforce data with collaborative recovery and mitigation plans	Leadership development focused on inclusion and belonging	Community Diagnostic Centres
Innovation		Identify and increase opportunities for innovation in the system	Implement an evaluation framework for the realised benefits from innovation	Develop collaborative leadership skills for complexity, change and transformation	Identify and support innovation funding opportunities	Partnership working with education providers, industry, Health Education England and the Academic Health Science Network	
Improvement		Centre for resource/ tools for quality improvement	System wide quality improvement training programme	Quality Improvement coaching	Embedding quality improvement at the core of all activity	Effective leadership for improvement	



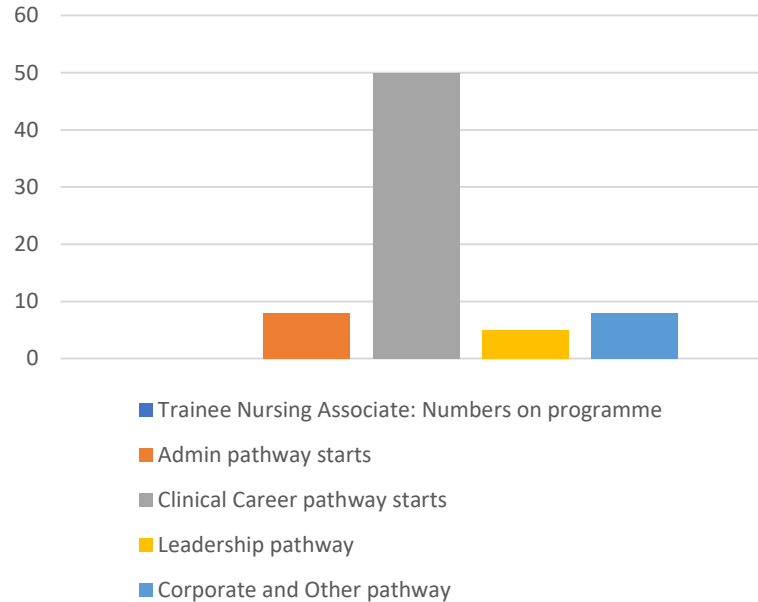
BSW Apprenticeship Programme

Apprenticeship starts by organisation, occupational groups and by level(s)

Starts by Organisation (total 71)



Starts by Occupational Group (total 71)



Starts by Level in Q1 April 2022 - end June 2022 inclusive

