



BSW Academy
Unlocking potential, developing together

Introducing the BSW Academy

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@BSW_Academy



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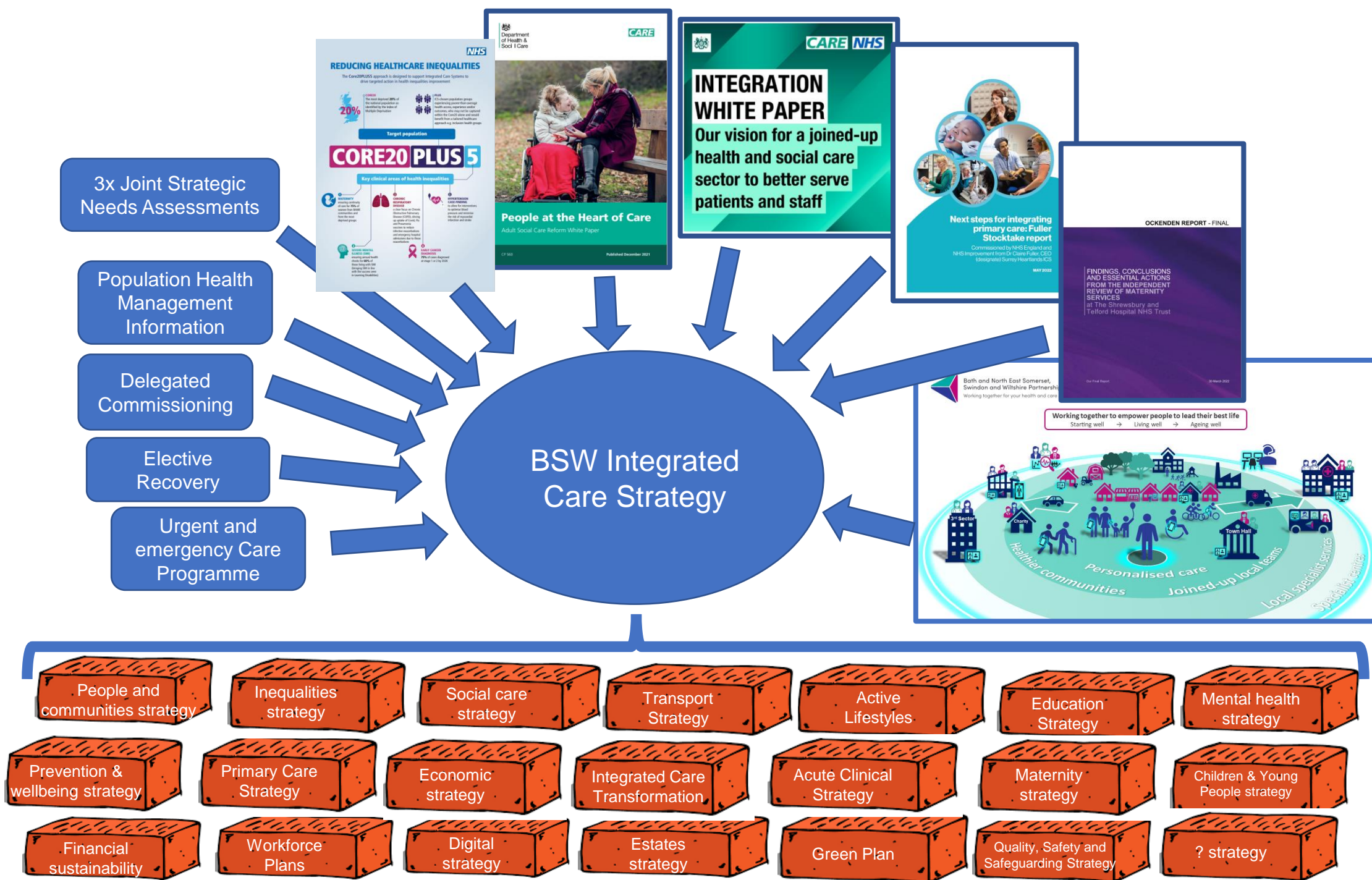
The 4 purposes of Integrated Care Systems are:

- to improve outcomes in population health and healthcare
- tackle inequalities in outcomes, experience and access
- enhance productivity and value for money and
- help the NHS support broader social and economic development

Local Context

National Policy	Local implications
BSW Partnership	Health & care representatives responsible for setting an integrated care strategy
BSW ICS NHS Board	NHS Board responsible to NHSEI and our population for resources for the entire population of BSW (excluding some specialist services)
Integrated Care Alliance	One each for Swindon, Banes & Wiltshire. Organisational form in design but will hold some form of delegated authority for planning, resourcing and delivery of care
Provider Collaborative	A requirement for acute trusts to be part of a collaborative by April 22 – in BSW we have the AHA between GWH, RUH & SFT which has been formalised as a committee in common
PCNs	The building block of neighbourhood services, work to wrap care around communities by aligning social care, mental health and community services (where not already)





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.



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



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

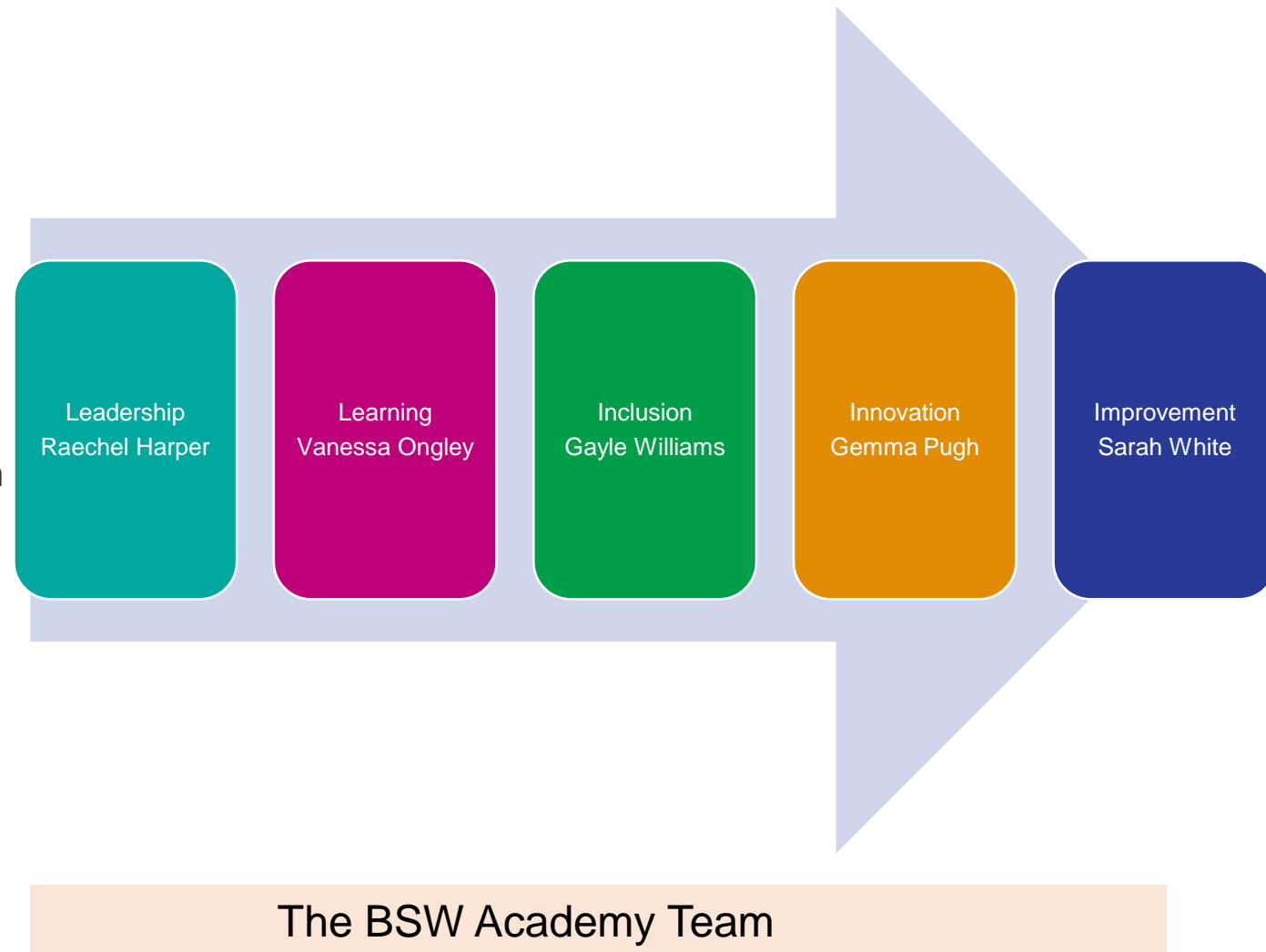
Workforce : Identified as a core priority with all our partners



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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





BSW Academy : interconnected pillars for collective ambition

- Uniting BSW expertise, resources and augmenting collaboration across health and care providers.
- Pillars working as horizontal and vertical themes, able to navigate inter dependencies, matrix management structures and organisational boundaries.
- A network organised through a mixed operating model of pillar leadership, SRO roles, associate posts and community of practice groups.



Our People Promise (NHSE) 10 related ICS people function outcomes

Looking after our people

Belonging in the NHS

New Ways of working

Growing for the future

