

UHL Apprenticeship and Development Centre Social Value Responsibility Statement

To support The Public Services (Social Value) Act 2012 the UHL Apprenticeship and Development Centre considers the benefits it can provide, directly or indirectly, to the community. The Centre is committed to be an inclusive organisation.

Social value refers to 'the spending' of an organisation that supports the social and economic opportunities to those most in need and vulnerable in society. It also describes the social benefits achieved from public services and considers more than just the financial transaction. It includes wellbeing, health, inclusion and employment.

Social value, albeit not always explicitly, is already embedded in the business of University Hospitals of Leicester (UHL) NHS Trust with schemes including:

- Work Experience programmes, career events SWAP programme, internships and T level placements
- Kings Trust Placements, Universal Families, Project Search, Kickstart and Volunteering opportunities
- Apprenticeships in partnership with both the Centre and local training providers. These are from Level Two to Master's Degree in subjects covering areas such as customer service, health and social care, business administration, leadership, information technology, pharmacy, hospitality, maintenance, finance, human resources plus many more
- Graduate management training programme
- Career information, advice and guidance nominated officers with underpinning operational information, advice and guidance strategy
- Comprehensive staff development opportunities for all grades of staff
- Patient partner engagement programme involving patients in the decisions the Trust makes
- Education networks are in place and schools/career advisors are met with each term in Twilight Talks as well as receiving newsletters to share key information
- An arts and heritage programme engaging with local communities
- Functional skills programmes contracted through local college; where the Trust fully supports all its staff to establish their current level in essential digital skills, English and maths whether part of an Apprenticeship Education Programme for new or existing staff or as an independent assessment to further development to achieve learning and/or qualifications up to level 2 (GCSE grade C equivalent) typically* at no cost to the staff member (*AEB funding rules)
- English for Speakers of Other Languages (ESOL) access to training through local college
- Access for apprentices, learners and staff to health and wellbeing programmes including Lead, Connect and Care Festival, family activity day, social trips, chaplaincy services, mental wellbeing apps and services, report and support tool, Safezone app, safeguarding, counsellors and Occupational Health service
- Access to focus week enrichment and development sessions e.g. Festival of Learning, National Apprenticeship Week, National Career Week, Learning at Work Week
- Hybrid teaching to reduce the impact of travel and the carbon footprint from learning on the environment
- eHandouts to reduce the impact of carbon footprint from learning resources
- The Your Future portal is a low administration paper light system to support career information in LLR and applications for T levels and work experience

- Access to good quality eLearning modules and IT Training rooms
- Access to join Greener UHL groups and activities e.g. the big tree plant at Glenfield.

The UHL Apprenticeship and Development Centre embeds social value within its programmes for the learners. It supports all enrolled learners, and potential learners of Apprenticeship Education Programmes with access to Functional Skills (ICT, maths and English) through either the internal BSKB tool or our external partners for qualifications in maths and English. This enables the IT, maths and English skills in the local community to also benefit as staff are able to e.g. support homework for the next generation, fill in application forms for care assistance for family members, apply for online appointments etc. The Centre has an IT strategy.

Apprenticeship Education Programme Learners of all levels and from all roles and bands are encouraged to complete self-development opportunities that both link to their programme, e.g. Inclusion conference, attend wellbeing events, conduct enrichment activities e.g. webinars and attend NHS training e.g. active bystander. They are also encouraged to complete development programmes that may be useful to them as individuals e.g. assertiveness course, mindfulness course, career skills, time to talk events for mental health etc. A range of blogs and newsletters are developed to develop the whole learner. These include, and are built around, an annual plan to support citizenship development. e.g. right to protest, information highway, alcohol awareness, suicide prevention, bullying, loneliness, religious events as well as a monthly charity and functional skill focus. These articles encourage discussions with family and friends to share learning and understand others views.

Work Experience systems enable e applications and a method to apply should this be difficult for the individual. The range of programmes offered includes

- Chef Academy – schools can book for the Chef to do a cooking demonstration and sessions can be themed to support core messages on healthy eating, nutrition, safe use of knives, numbers in the kitchen, literacy in the kitchen e.g. understanding written instructions. Core NHS careers information is also shared
- Medical Careers – schools from lower socio economic areas are invited to send students from year 9 to a practical session for future medics. These sessions are followed up with webinars to support the bridge to medical school application
- Financial Careers - schools can book visits to complete a financial activity linked to the maths and English curriculum e.g. cost of having a baby, breaking a bone, invoicing, checking work, coding, which also helps to promote a range of careers and the importance of functional skills in the workplace.

The Centre is able to direct learners to additional support for their wellbeing e.g. Amica and Occupational Health.

The Centre is committed to signing up an health and social care career ambassadors who are advocates for apprenticeships. The Centre also supports CPD sessions for these ambassadors and the local STEM ambassadors each term through both a newsletter and Twilight Talk.

Learners and staff have access to Information, Advice and Guidance to support their future development needs through our Matrix accredited staff.

Equality and diversity data is monitored to ensure a comparison of protected characteristics can be monitored to ensure learners and students are attracted from a representation of the local community; ensuring no detriment to progress is felt by any specific group. It is felt that the investment in the learner will help to support the economic, social and environmental wellbeing of the local area.

The Centre has an operational workforce development strategy that links to the UHL People Plan and UHL Strategy, as well as the national People Plan. This supports working more closely with social care partners and Job Centre Plus with the aim of ensuring a representative community have access to work experience and employability programmes to enter the health workforce. This will support both the diversity and employability levels which help to address the poverty and unemployment levels in Leicester.

The Centre aims to consciously develop training to ensure that delivery is balanced around learner needs, best methodology for topic which in turn will have an impact on the environmental impact of learning through hybrid delivery rather than 100% face to face. Whilst all learners additional learning support needs are checked at enrolment to an apprenticeship, the Centre has also procured the Cognassist tool. This will help learners review how they receive and retain information best. This supports those who learn in different ways as well as those who have neurodiversity needs.

When working with outside agencies the Centre is mindful of the social responsibilities they also support. This is now a question during the procurement and contracting process the Centre uses.

Further Reading

[B0659 The-future-of-NHS-human-resources-and-organisational-development-report_22112021.pdf](#)