



# South East Children and Young People Workforce Summit

Tuesday 27 June 2023

All slides used during this day can be found [here](#)

Questions and Answer's from some of the speakers are also found [here](#)

If you attended the day and would like to read the next steps and actions page,  
please turn to page 14.

## Purpose

This paper's purpose is to summarise the CYP Workforce Summit held in person on 27 June 2023. In attendance, we had close to 100 colleagues all a variety of backgrounds within children's and young people's (CYP) workforce. This included CYP nurse Leaders, workforce, training and education leads, CYP mental health service providers, community colleagues, ICB colleagues, commissioners, Allied health professional (AHP) representation, Higher Education Institutes (HEI)'s Regional and National specialists and more.

This paper highlights the outputs and outlines agreed next steps for supporting the CYP Workforce agenda.

Since the summit, the NHS Long term workforce plan (LTWP) was published. There are national discussions around the LTWP and CYP workforce discussions which this paper does not focus on.

However, the outputs and next steps of this report and continued work in this area, do aim to support the delivery of aspirations of transforming and improving the CYP workforce.

## Background

The collaboration between the Mental Health team and the Children's Transformation team was made to align goals and use parity of esteem; Transform, Improve, Connect and Embed CYP voices, inspire and change.

CYP represent a third of our population and need to ensure that the current South East workforce pressures are heard and actions to support the workforce are taken.

The South East has the highest vacancies for children's nurses in the country and when CYP leaders were asked their thoughts the top three reasons stated were Cost of living, Training and Mental Health.

The appetite for this day was brilliant and the agenda was planned based on how to increase and share high impacts that can be taken away for the delegates and shared widely within their teams.

### **The purpose of the day was:**

- To pull together the CYP Workforce Challenges with an emphasis on the Nursing family and AHP's from across the Southeast.
- To optimise opportunities to grow and strengthen our workforce and to understand how we know we are optimising these?
- To shine a light on the inspirational work that is happening currently.
- To ask ourselves, how do we know we are hearing what our staff, patients and young people want.
- To maximise opportunities and facilitate collaboration to deliver the highest quality care for the children and young people throughout the Southeast.



# CYP WORKFORCE

Maximising **opportunities** and  
facilitating **collaboration** to  
enable delivery of the **highest**  
**quality care** for Children and  
Young People in the South East

## Recognition

The Southeast Regional Mental Health Team sponsored this event in a true show of collaborative working. A huge thank you to Adanna Williams, Deputy Director of Nursing, PSD/Learning Disabilities, Autism & SEND, and Dr Gavin Lockhart, Assistant Director of Programmes (CYP) for supporting this event.

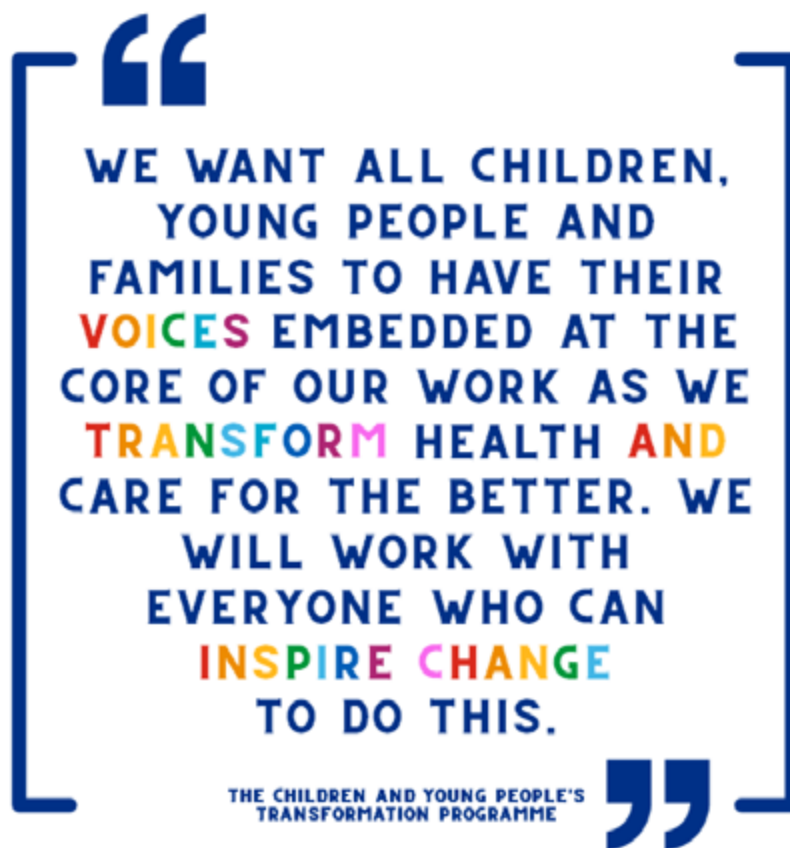
This event could not have been as successful as it is, without the dedicated support from Aleda Jones, Business Support Officer from the SE Regional Mental Health Team who project managed the day, support by Richard Banks, Senior Business Manager. On the day itself, we also had supporting Ashley Boyce, Business Support Team Leader and Matthew Iyere-Ebojele, Business Coordinator.

Helene Madge from NHS Creative supported us with live tweeting on the day, using the Hashtag SECYPSUMMIT, and supported us in the presentation of the day also.

A special thank you to Lucie Planner, CYP Lead Nurse for the SE Region who spearheaded the event and truly made it as successful as it was.

The biggest of all thankyou's goes to the incredible speakers for giving their time to present and share the initiative's they are working on and to help support key collaboration for the delegates.

Thank you to everyone who was able to attend the day and for the work you are doing day to day as well as taking away actions and connections from the summit to support transformation of evolving and growing our CYP workforce.



# We asked our delegates, what they you would like to gain from the CYP Workforce Summit

## The number one answer was Networking.

- Networking, meeting peers and learning
- To better understand key Challenges over next 5 years
- To have an on-site into the CYP workforce challenges
- To share ideas
- Understanding how education can help workforce development.
- System partnership
- Networking, pragmatic ideas, novel solutions
- Different perspectives on trusts across south east and Kent. How can we improve our service and gain from other trusts.
- Meet people face to face, networking, sharing ideas.
- Understanding challenges
- Ideas about how to increase the depleted workforce
- Time to really focus on workforce and consider new ideas.
- Understanding wider challenges and opportunities to fully understand how we can work together to strengthen our workforce
- To learn about CYP workforce ideas and how we can adopt in our system
- A way forward to address the chronic workforce challenges
- An understanding on the current workstreams addressing CYP workforce.
- To help with support and retention whilst managing challenging mental health patients
- Shared ideas regarding workforce provision to support 1:1 care for CYP with mental health needs in the acute paediatric wards
- Meet people and learn more about CYP MH services so we can educate the future workforce
- Thinking about the contribution MH nurses in CYP mental health service and beyond can make to influence more widely

The text in purple will shape part of the next steps, featured on page 14 for a regional forum focus on this topic.

## Introduction from Adanna Williams and Lucie Planner

Complexities of the patients and the workload numbers have gone up.

South East has highest Children's nursing posts across the country. 11.9% at time of summit, now increased to 12.3%. However, we know the data isn't completely accurate yet and one of the national CYP workforce data streams is to look at the data and improve the collection.

The day aims were about optimising opportunities and very much focusing on the CYP workforce as a whole and where we can focus and what is in our power to adopt and improve.

The introduction was to set the scene on needing to work together, work smarter and work efficiently to use what we have in the best way possible recognising the importance of sharing solutions and innovations.

Importance of System working by promoting efficiency, collaboration, innovation and resilience by breaking down barriers and fostering effective collaboration for achieving better outcomes and delivering enhanced services. Move away from historical sense of competition from fragmented silo working and competing against each other.

### Key take home messages;

- Suggested reading the work by Dr Michael Farquar, Sleep consultant at the Evelina. Around staff fatigue and impact on staff and patients. Rostering should take circadian principles into account and always rotate forward day, evening, night.
- Recognising natural flow between organisations and optimising opportunities for transparency and collaboration around flow of staff, using system working in our favour. Aligning closer relationships with community and acute providers.
- Idea of Alumni of staff here staff may grow and move on and up and may come back always feeling a sense of belonging.
- Career angels, where people have supported you on your career and you can do this for the next generation.
- Example given of asking staff 'what stops them delivering care they want to give and what annoys them about their job', then working within your organisation and system to listen and action improving things that waste time. University Hospitals Coventry and Warwickshire transformed their retention figure's from being the worst in the country to in the top 10% by asking staff these questions and using a whole trust response to improving things improving productivity by 65%.

## Presentation Summary - National CYP Update

Sophia Struszczyk, Senior Policy Manager / Kate Pye, Deputy Director

Sophia presented virtually as oversight of the National work around supporting CYP with mental health needs in paediatric acute settings

List of resources all available via her slides. Link in opening paragraph above.

Roll out of Mental Health Champions nationally with at least one in each provider setting.

Key function of the role's co-developed with RCPCH colleagues.

### Kate Pye

#### National CYP Update

- Zero waste strategy into feeding parents
- Helped funding of e-learning platform
- Wellbeing collaborative
- Next Steps for CYP Nursing Workforce Roundtable. Approach Stakeholders to join workstreams, setting up of 4 weekly meetings, establish project board and setting up six weekly meetings and set up further round table feedback work. Lucie Planner is the SE regional contact and will be chair for the Domestic pipeline workstream.

## Presentation Summary - NHS Youth Mental Health Forum

Bethany Dennis / Nahida Rahman

Beth and Nahida spoke about first hand lived experiences.

### Young peoples Mental Health Experiences

- NHS youth forum started in September 22 and by 2023 has split into subgroups and created and shared surveys.
- 1 in 6 young people have mental health problems.
- 60% of young people didn't feel that their mental health improved after accessing services.
- Good Practices include: TeenTalk, Parenting Mental Health, Wellbeing passport.
- Recommendations: co-production between the NHS and people who use their services, mandatory training led by EbyE and make services more accessible.

## **Presentation Summary - Volunteer to Career**

**Kent & Medway Youth System Volunteering Project Manager & Trustee -  
Kent Community Foundation (KCF)**

**Jim Smith**

**NHS England Programme Manager - Young People's Health Challenge  
(YPHC) and NHS Cadets**

**Katy Heath**

**NHS England Programme Manager - Volunteer into Career**

### **The NHS: Volunteering and a Journey to NHS careers**

- Inspiring young people into health and care careers
- Running the youth volunteering programme, pears foundation and young people's health challenge
- 2 successful students secured roles in the NHS
- Panel asking children with special needs on what their feedback on health service is. Majority said processes are challenging and difficult to understand especially for Neurodiverse individuals
- Apprenticeships – looking for new people to have access. (creating awareness)
- 156% volunteers aged below 25
- Last year 161 people graduated from apprenticeships
- 42 NHS employees graduated from apprenticeships
- Refer to competency framework
- Three Pillars
- Volunteering opens up careers in health and care to a diverse range of people who may not have considered this path
- 186 people involved in co-design workshops
- 80 additional young people piloted initial iterations
- 320 hours of co-design work from children and young people
- 75% interested in joining NHS cadets
- 582 + challenges completed
- NHS cadets in partnership

# Presentation Summary - Widening Access and Participation, and Apprenticeships

Jane Hadfield, National Lead, Talent for Care

Jane presented about the incredible work this area and the adoption and growth of apprenticeships within the NHS. List of links and resources below.

T-level's continue growing with opportunities to employ 16-19 year olds, link in with local apprenticeships leads to grow these opportunities.

Play specialist apprenticeship available; link to Health Play Specialist -

<https://www.instituteforapprenticeships.org/apprenticeship-standards/health-play-specialist/>

69 starts up until end of Jan 23 nationally different NHS employers

## Training providers

**Luminate Education Group** - Most are with Luminate (Leeds)

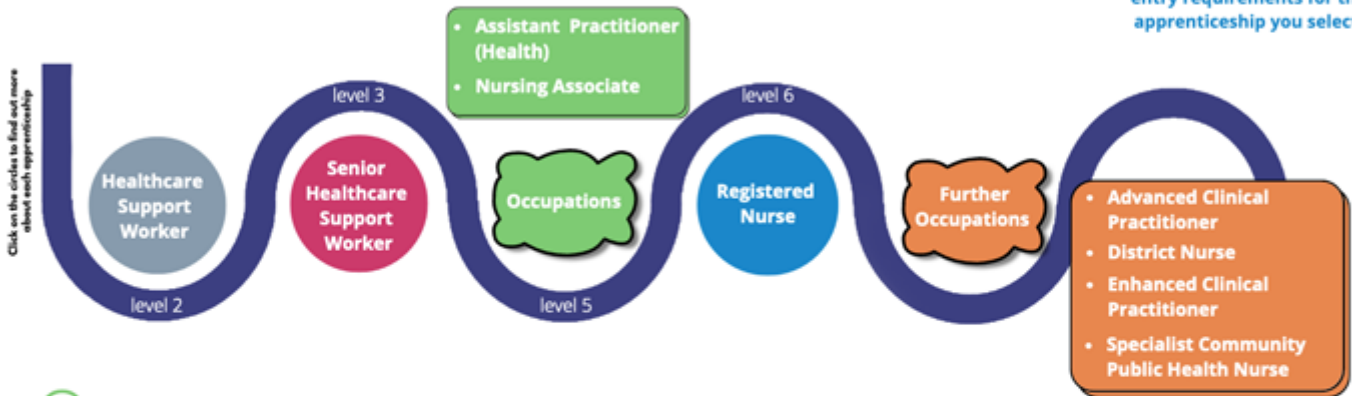
**Solent University**, Southampton

**North East Surrey College of Technology** (NESCOT)

Questions	Answers
How can we learn more about the health and care ambassadors and use it across the NHS.	<a href="https://www.inspiringthefuture.org/campaigns/nhs-ambassadors-2/">https://www.inspiringthefuture.org/campaigns/nhs-ambassadors-2/</a>
Are any of you working with any health visitor or school nurse providers? Or aware of any examples with that workforce.	RNDA Child – this field of practice is NOT well represented nationally with some regions having no HEIs delivering this as an apprenticeship – if there was more employer demand this could change – advise talk to you known HEI partners and express interest
Do we know how many of these NHS apprenticeships stay within the NHS? How do we ensure these people are retained after paying for their studies.	Employers evidence that there is near 100% retention for apprentices post programme
How do we develop occupational standards? Could we develop a child and adolescent mental health practitioner apprenticeship?	HV and School Nurse apprenticeships – these have been updated in line with new NMC professional standards due to be complete August '23 – need employers to express interest to see HEIs getting these apprenticeships up and running
When will a simple pathway from healthcare worker to registered Health Care Practitioner become available?	We have multiple pathways – follow this link for more information. <a href="https://haso.skillsforhealth.org.uk/job-families/">https://haso.skillsforhealth.org.uk/job-families/</a>
Could we have pathway to apprenticeship to registered nurse or AHP or healthcare scientist?	There are AHP standards – 15 different occupations with HCPC – follow this link for more information. <a href="https://haso.skillsforhealth.org.uk/allied-health-professions/">https://haso.skillsforhealth.org.uk/allied-health-professions/</a>
Is there a plan for specialist apprenticeships?	Health care science apprenticeships <a href="https://haso.skillsforhealth.org.uk/healthcare-sciences/">https://haso.skillsforhealth.org.uk/healthcare-sciences/</a>

# APPRENTICESHIP STANDARDS IN NURSING

Career progression is not linear. You can step in or out at any point depending on your experience, career goals. You must check that you meet the entry requirements for the apprenticeship you select.



- ✔ An apprenticeship combines practical training in a job with study
- ✔ Apprentices are employed and receive a salary
- ✔ Full-time apprentices are entitled to a minimum of 6 hours per week 'off the job' training time as part of their job.\*
- ✔ If not already achieved apprentices will undertake maths and English qualifications
- ✔ A qualification taken during an apprenticeship is equal to the same qualification taken elsewhere
- ✔ Depending on the apprenticeship, upon successful completion, apprentices may be eligible to apply for professional registration

\*The off the job minimum requirement for a part-time apprentice remains unchanged at 20% of their normal working hours. The new 'off the job' hours policy change only applies to new starts from 1 August 2022.

You may also be interested in public health, mentoring, teaching, leadership or management apprenticeships.



APPLY ON  
NHS JOBS

RESOURCES  
AVAILABLE ON  
HASO



HEALTHCAREERS  
INFORMATION ON  
JOB ROLES AND MORE



<https://haso.skillsforhealth.org.uk>

## Presentation Summary - Working Differently Debbie Knight, Head of Clinical Quality – Workforce

The afternoon session started with a session on Working Differently and Innovation by Debbie Knight and Natasha Evans. 'Not all nurses wear blue' There are many different ways to be a nurse and use this degree. Encourage and educate the next generation of what roles exist and what career possibilities there can be.

### Working Differently, Briefing by Debbie Knight/Natasha Evans Innovation- Thinking Differently

- Innovation happens when we work with other.
- We have the current and future workforce which must work together to bring the required change.
- Support future workforce by allowing them operate in their space.
- Future workforce is different from Current workforce. #Not All Nurses Wear Blue#.

## Emotional Touch Point – Student Nurse’s First Day At Placement:

- Risk of travelling especially in the dark cold winter
- Can’t claim travel expenses before travelling.
- Met with very hostile reception.
- No one to talk to, no where to place bags – alone physically and mentally.
- This is experienced at least 8 times in a year.
- Especially for international student

### Lessons:

- Not a good experience for a student nurse who wishes to start a career in the NHS.
- Need to Co-produce/Co-design with the future workforce.
- We can do better to support the future workforce.
- All that is needed is a change in thinking.



## Presentation Summary - Wellbeing and Retention

**Alison Smith, Retention Manager / Penelope Boxall, Regional Health & Wellbeing Manager**

- Presentation explaining the staff experience teams and where they are located within each ICS.
- The SE event's programmes
- The retention work and high impact interventions
- The premise and work from the People promise and how this is being driven regionally and within each ics.
- Focus on retaining workforce well.
- Events to tackle Burnout and support staff whilst staff shortages exist.
- Supporting staff and the national offer to all NHS people. [www.england.nhs.uk/people](http://www.england.nhs.uk/people)
- List of resources available through the slide pages and future's page's

## Presentation Summary

### Panel Reflections of the day and open discussion.

**Chaired by Ruth Monger, Workforce, Training and Education, Interim Joint Director**

Ruth Monger chaired the panel and each member of the panel gave a reflection of the day from their perspectives.

## CYP Workforce Event - South East Region

The reason for all of this is to maximise opportunities and facilitate collaboration to deliver the highest quality care for the children and young people in our region.



**Ruth Monger**  
Workforce,  
Training and  
Education, Interim  
Joint Director  
NHS England –  
Southeast



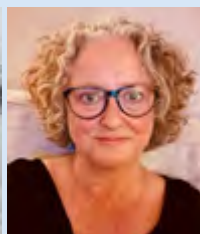
**Maria Mitchell**  
SE HEE AHP  
Workforce  
Programme lead  
Health Education  
England South  
East



**Dr Karen  
Harrison-White**  
Programme Lead  
(Nursing)  
Honorary  
Parofessor (Brunel  
University London)



**Adanna  
Williams**  
Deputy Director  
of Nursing  
PSD/Learning  
Disabilities and  
Autism - South  
East Region



**Naomi Smith**  
Primary and  
Community Care  
Nurse Workforce  
Lead  
Thames Valley and  
Wessex Primary  
Care School



**Andrea Shand**  
Associate Director  
for Thame's Valley  
CAMHS T4



**Kate King**  
Health &  
Wellbeing  
Programme Lead,  
OHID South East  
Region



Delegates were asked what their legacy from the day would be; These were some of the most recurring, popular themes.



# Next Steps and Actions

## Priorities for all;

- Focus on what is needed locally to improve retention in all CYP services. Utilising PNA's as much as possible
- Ensuring aspiration and career succession planning is known and available. Shine a light on the possible.
- Continue developing and strengthening the links between all CYP services this includes community and acute settings and how roles can be more closely linked.
- Remember learning and education happen every single day and celebrating progression and excellent practice frequently.

## Next steps

### Youth Voice

Action for all: Ensure voice and lived experience is heard and used within work force plans and all clinical work. If you do not yet have a youth forum, advise on setting one up can be found on the Q's and A's sheet. Link on the first page.

Action for Regional team; To collaborate with Birmingham and see how we can roll out the Wellbeing passport across SE.

- Update; Initial meeting happened on 26/7/23 who shared the process of developing the platform with the youth team. A digital copy of the wellbeing passport is available.
- If you have similar documents within the SE you would like to store on the SE CYP transformation team future pages or a link to where you store these pages future's page, please email [lucie.planner@nhs.net](mailto:lucie.planner@nhs.net) who can upload your documents for easy sharing.

### Optimising Apprenticeships

Action for all: Ensure you link in with apprenticeship lead to grow more CYP opportunities. Even Play specialist apprenticeship available.

### Support Worker Learning and Development Roadmap

This also includes T-Level students.

If you are having T-level students within CYP area's please link in with Lucie as this is connected to the CYP Domestic Pipeline workstream Task and finish group.

### Improving CYP Student attrition

Action for all: Positively encourage and welcome new starters. First impressions count .

Action for Regional Team; Repair team to meet with Students and write or find a first day culture, then to circulate.

Action taken by Dr Karen Harrison-White (Programme lead for nursing Workforce, Training and Education Directorate, NHS England SE) and Mary Jenkins (RePAIR fellow, Workforce Training and Education Directorate NHS England SE).

## **Volunteer to Career**

Action for all: Link in with your volunteer leads within your organisation and plan how best to optimise and increase volunteer to career opportunities for CYP workforce

## **Cadet programme**

Action for All: Link in with your ICB NHS Cadet lead's to see how you can support cadet programme within your setting. This is run by St John's ambulance.

Also link in with RCN Cadets local programmes. Your apprenticeship lead should be able to provide the right links for you.

## **Retention and Wellbeing**

Action for All: Looking after incredible staff is a priority including yourself. Link in with your Retention teams and keep them informed of CYP pressures and how personalised local retention plans can support the CYP workforce plans. Suggested idea; can give each ward a named nurse link.

Legacy nurses and PNA's having very positive benefits for retention and supporting staff.

Action for all; Link in with local wellbeing leads and utilise all the resources on future's page.

[South East Staff Experience: Retention, Health & Wellbeing and Engagement - FutureNHS Collaboration Platform](#)

## **Next collaborative steps from the summit for MH team and CYP Lead Nurse Lucie Planner**

Plan a CYP MH forum with the MH team. This will be hosted virtually by the CYP Transformation team clinical forum. Date: 31 October, 12 - 2pm, to book click on this link: [South East CYP Clinical Forum- Focus on CYP Mental Health Tickets, Tue 31 Oct 2023 at 12:00 | Eventbrite](#)

Continue supporting ICB CYP workforce strategies.

A gap analysis on CYP MH roles and development of steering group to look at solutions. Formulated to start in August 23

Using NHS future's as an enabler <https://future.nhs.uk/SouthEastCYPTProgramme>



## **National CYP Nurse Network**

[https://future.nhs.uk/CYP\\_Nursing](https://future.nhs.uk/CYP_Nursing)



## **Next steps for CYP Lead Nurse Lucie Planner as well as above**

Continue growing the CYP nursing forum chaired by Lucie and learning and sharing two way communication. Next meeting planned for 9th August. To be added to the invite list, sign up: <https://forms.office.com/e/rezLTQTb83>

To continue with the National CYP Workforce strategy workstreams commencing August 23. Chairing the Domestic Pipeline Workstream. Other CYP workstreams which will be overlapping are Working Differently, Data Gaps, Nurse Retention and International Recruits.

Sophia Lindsay, Head of Nursing Child Health East Kent Hospital University Foundation Trust and Vidya Pundit-Dermody Head of Nursing for Children's Service's, Medway NHS Foundation Trust both joined the International Nursing Workstream task and finish groups.

**For any questions, comments around the summit or report please contact:  
[england.mhldasoutheast@nhs.net](mailto:england.mhldasoutheast@nhs.net)**

**or for the CYP workforce projects, please contact Lucie Planner, CYP Lead Nurse NHS  
England: South East: [lucie.planner@nhs.net](mailto:lucie.planner@nhs.net)**