



Academic Health
Science Network
North East and North Cumbria

A Review of HWB Leads' Development and Support Needs

Oxford
Academic Health
Science Network



Spark the
difference



www.ahsn-nenc.org.uk

@AHSN_NENC





**Academic Health
Science Network**
North East and North Cumbria

Oxford
Academic Health
Science Network



Spark the
difference

A guiding question for this review:

**What is an inspiring, engaging
and appropriate way
to develop people
who lead on NHS staff wellbeing?**

With the recognition that for some people,
this is the first time they may have this type of conversation.

www.ahsn-nenc.org.uk

@AHSN_NENC

Context: why this? Why now?

- Policy now highlights wellbeing in a significantly broader sense than previous plans and policies
 - People Plan and People Promise
 - Evolved HWB Framework (discussed in depth today)
- **What's clear:**
 - a passion for the work and roles of/in wellbeing
 - a drive and commitment from within/across the system to find effective ways of working and support in coming years.

What does this review involve?

1. Scoping report

2. Codesign

3. Pilot

Phase 1 (**completed**):

Semi-structured interviews and group presentations:

- What's working?
- What's not (yet) working?
- What would most support individuals, and the organisations/ systems they work in?

Phase 2 (**now**):

Codesign conversations and a survey to explore options / pathways going forward

Phase 3 (**next**):

A pilot to test and gather learning on the preferred option.

Today: discussion on early findings

1. Who are HWB Leads?
2. What are HWB Leads doing?
3. What are people's development and support experiences and needs?

We would love to hear your views:

- Do the findings sound / feel right to you?
- What skills / knowledge / qualities / behaviours / values feel important to highlight?
- Imagine it's 2027: what's exciting about your role and work?



**Academic Health
Science Network**
North East and North Cumbria

Oxford
Academic Health
Science Network



Spark the
difference

(1) Who are HWB Leads?

www.ahsn-nenc.org.uk

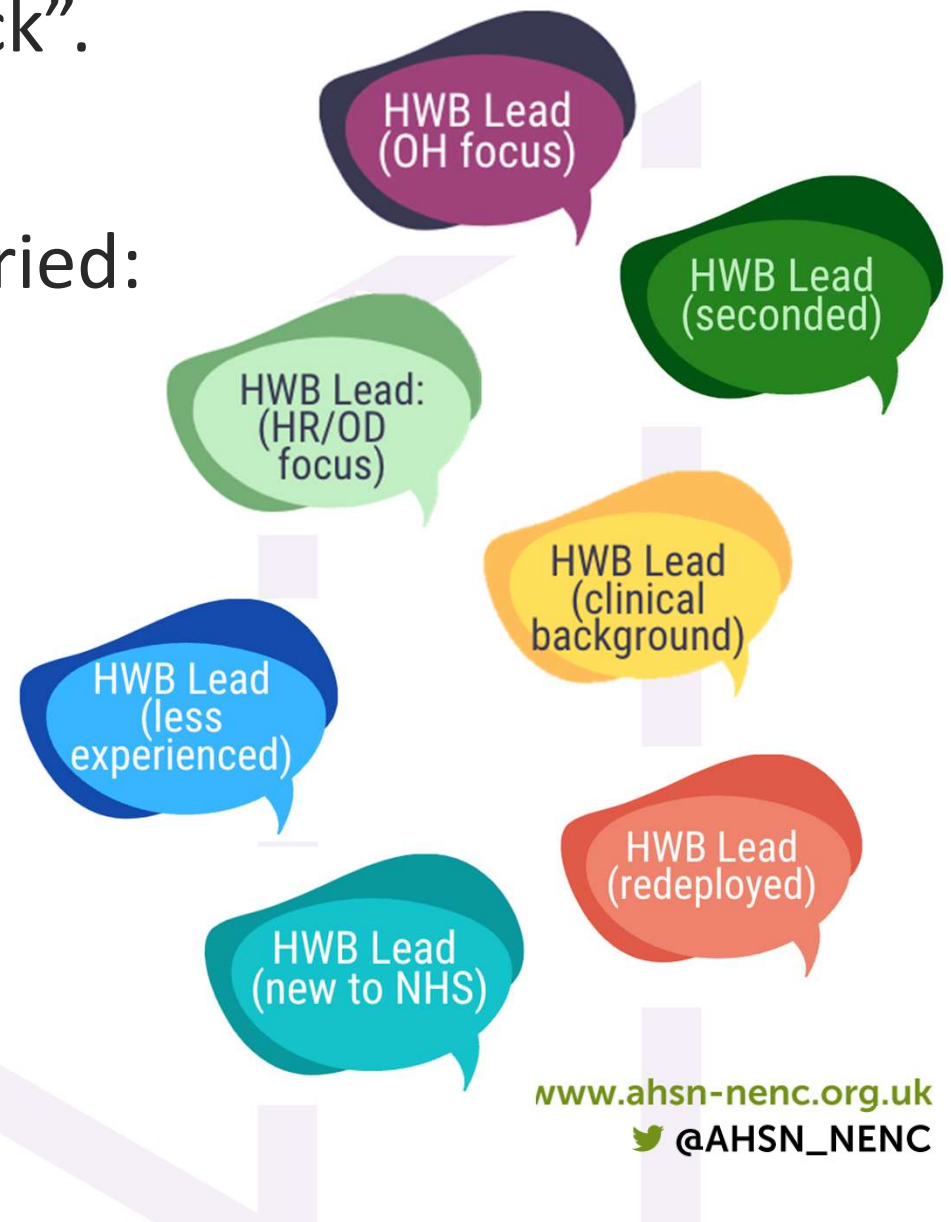
@AHSN_NENC

Staff in HWB roles have diverse backgrounds and profiles

There is no single career “track”.

Staff profiles/backgrounds varied:

- Work experience
- Length of work experience
- Banding levels
- Formal qualifications





**Academic Health
Science Network**
North East and North Cumbria

Oxford
Academic Health
Science Network



Spark the
difference

We heard:

**There isn't a clear "home"
for HWB Leads in organisations**

Does this matter? What's your experience?
What value and opportunities does this create?

www.ahsn-nenc.org.uk

@AHSN_NENC



**Academic Health
Science Network**
North East and North Cumbria

Oxford
Academic Health
Science Network



Spark the
difference

We heard:

**Resources available for wellbeing vary
dramatically from place to place**

What's your experience?
Core funding; grants/programmes;
charitable funds?

www.ahsn-nenc.org.uk

@AHSN_NENC



**Academic Health
Science Network**
North East and North Cumbria

Oxford
Academic Health
Science Network



Spark the
difference

We heard:

**Having a clinical background
is not essential for the role**

Where/when do clinical skills add value?
What is/are the most valuable skill(s) for this role?

www.ahsn-nenc.org.uk

@AHSN_NENC

For discussion:

(1)

**There isn't a clear
"home" for HWB
Leads in
organisations**

Does this matter?
What's your
experience? What value
and opportunities does
this create?

(2)

**Resources available
for wellbeing vary
dramatically from
case to case**

What's your
experience?
Core funding; grants/
programmes;
charitable funds?

(3)

**Having a clinical
background is not
an essential role
requirement**

Where/when do clinical
skills add value? What is
the most valuable
skill(s) for this role?



**Academic Health
Science Network**
North East and North Cumbria

Oxford
Academic Health
Science Network



Spark the
difference

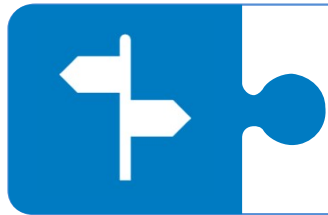
(2) What are HWB Leads doing?

www.ahsn-nenc.org.uk

@AHSN_NENC

Range of self-reported work activities/tasks

What do you do in practice? Are there other things?



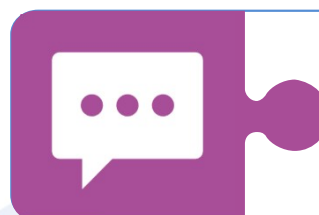
**Awareness raising
and signposting**



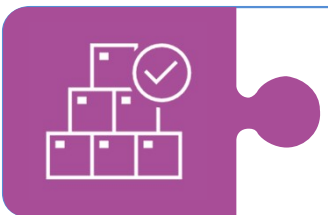
**Building/influencing
exec ownership**



**Rewards and
recognition**



**Clinical Services/
Referrals**



**Programme delivery
and management**



**Data insights +
business cases**



**Training and
workshops**



**Meetings and
reports**



**Academic Health
Science Network**
North East and North Cumbria

Oxford
Academic Health
Science Network



Spark the
difference

We heard:

**Organisation-wide engagement
is not always visible**

What's your experience?
What's made you proud?

www.ahsn-nenc.org.uk

@AHSN_NENC



**Academic Health
Science Network**
North East and North Cumbria

Oxford
Academic Health
Science Network



Spark the
difference

We heard:

**Aligning scope of wellbeing agenda to
context specific priorities can be challenging**

What informs what you do day-to-day?
What impacts equity of access to services?

www.ahsn-nenc.org.uk

@AHSN_NENC

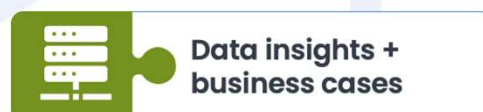
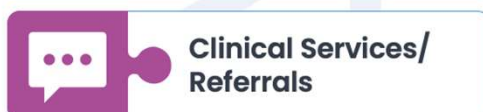
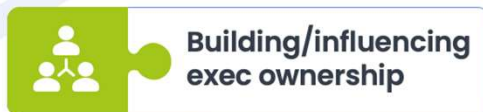
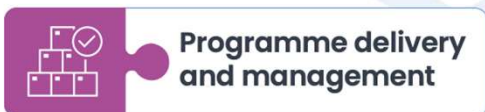
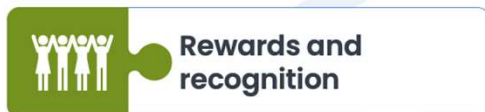
For discussion:

(4)

A range of self-reported work activities/tasks

What do you do in practice?

Are there other things?



(5)

Organisation-wide engagement is not always visible

What's your experience?
What's made you proud?

(6)

Aligning scope of wellbeing agenda to context specific priorities can be challenging

What informs what you do day-to-day?
What impacts equity of access to services?



**Academic Health
Science Network**
North East and North Cumbria

Oxford
Academic Health
Science Network



Spark the
difference

Development and support experiences and needs

What development or support would most benefit you
going forward? Now? In 5-10 years?
What would make this work more possible?

www.ahsn-nenc.org.uk

@AHSN_NENC

Please get in touch

To share your reflections and/or to join a codesign conversation, please do reach out:

- Siân Rees: sian.rees@oxfordahsn.org
- Sam Meikle: sam@sparkthedifference.com

The NENC team will also share all opportunities with you by email.