

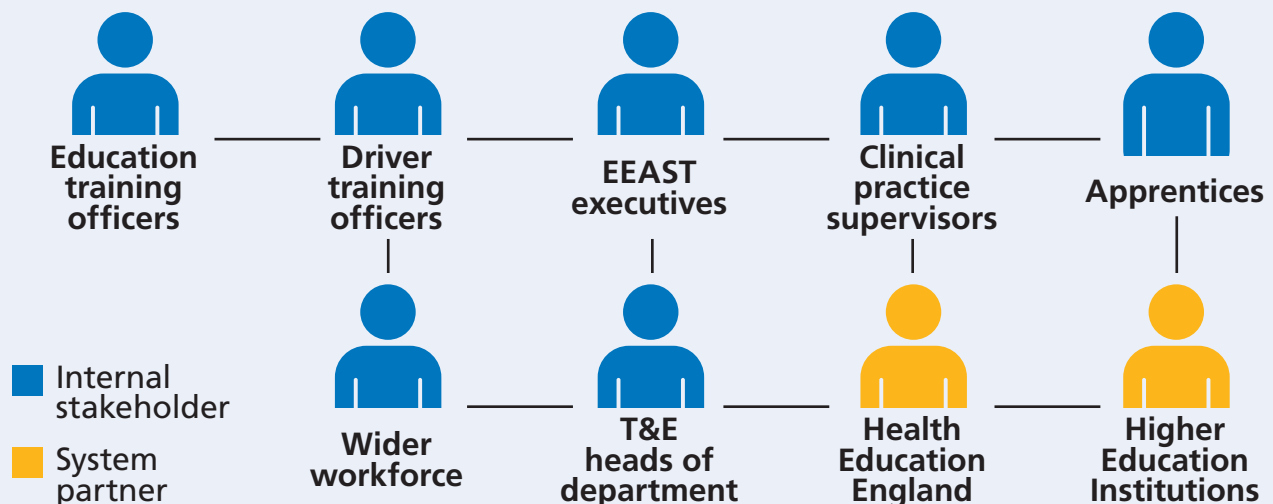


# How EEAST is improving access and quality of learning opportunities

**Context:** In June 2021, an Ofsted monitoring visit determined that EEAST had made 'insufficient progress' to safeguard learners. As part of EEAST's response, the Training and Education (T&E) directorate launched a **new strategy to deliver teaching**.

## Staff engagement

Formulating a new T&E strategy involved engaging with several different staffing groups through listening events.



## T&E mission statement and goals

From this engagement process, a **mission statement** and overarching **goals** were developed for T&E.

### T&E goals:

- ✓ Develop a **learning focused culture** across the whole Trust
- ✓ Become a **high quality education provider and a placement provider of excellence**
- ✓ Support the development of a **motivated, skilled workforce** that provides quality care
- ✓ Generate a **positive reputation** for T&E at EEAST which attracts and retains talent

### T&E mission statement:

“ Support EEAST to become a place where people want to work, enhance their practice and fulfil their career ambitions by embedding a gold standard training, education and learning culture throughout the Trust. ”

## Recommendations

From engagement events with staff across the Trust, **six key recommendations** were developed to achieve these goals:

		Culture	Workforce	Reputation	Education
<b>1</b>	<b>Transform and improve the learning in practice environment, focusing on quality and learner experience.</b> Example action: ringfence learning time to improve access and prioritise education	✓	✓	✓	✓
<b>2</b>	<b>Establish a robust talent management programme.</b> Example action: provide staff with the tools and information to support their career and skill development	✓	✓	✓	✓
<b>3</b>	<b>Create fit for purpose programmes across T&amp;E to develop a skilled and motivated workforce.</b> Example action: review courses and agree changes to create fit for purpose programmes for the future	✓	✓	✓	✓
<b>4</b>	<b>Establish effective team processes.</b> Example action: improve cascade of information within and between teams, and agree team norms and ways of working	✓	✓	✓	✓
<b>5</b>	<b>Strengthen internal and external partnership working between T&amp;E and key stakeholders.</b> Example action: work with Higher Education Institutions (HEIs) to establish new academic programmes to create a workforce that is able to meet the health needs of the future e.g. 'Masters of Paramedic science'	✓	✓	✓	✓
<b>6</b>	<b>Retain, manage and develop the Driver Training Unit (DTU).</b> Example action: establish a permanent home base for the DTU	✓	✓	✓	✓

## Timeline for implementation

Recommendations will require different **timelines** depending on their level of complexity and overlap with other directorates in the Trust.

