

## **“Recognising the art of the possible” with Leeds Health and Care Academy**

Leeds Health and Care Academy brings together the design and delivery of learning and development opportunities and collaborative workforce projects for all health and social care staff and organisations across the city of Leeds.

Inspired by the Leeds Academic Health Partnership, the Academy is co-funded by five partners within the ICS: NHS West Yorkshire Integrated Care Board, Leeds Teaching Hospitals NHS Trust, Leeds Community Healthcare NHS Trust, Leeds and York Partnership NHS Foundation Trust, and Leeds City Council.

The Academy encourages and facilitates collaboration and breaks down barriers between health and care organisations, including primary care, hospital services, voluntary and community services, local authority and independent providers, and educational institutions.

The Academy team have found that fostering a sense of shared purpose and accountability has helped to unite its partners, and





## Communicate directly with individuals

Leeds understands the importance of demonstrating the relevance and benefits of The Academy for those working in health and care roles across the city. To reach more people, and share opportunities more widely, the Academy team have adopted a direct approach to communications.

Placing a growing emphasis on targeted social media has enabled the Academy to share opportunities directly with staff in individual organisations rather than waiting for a cascade from senior management or those individuals who are particularly involved in ICS initiatives.

Creating a visible offer that people can see and access directly removes barriers to cross-organisation engagement. To further ensure that partners from across the city feel encouraged to engage with cross-sector opportunities, the Academy also advises on communications including job adverts, health and wellbeing services and training opportunities to ensure they use inclusive language. Doing so allows every part of the Leeds Health and Care Partnership to understand and access listings, and avoids ascribing a dominant representation to either health or social care within the system.

The Leeds Health and Care Academy also benefit from their presence on the @o1People Board, and on the Providers Network. In these settings, the Academy team maintain a focus on sharing relevant information and opportunities which align with the attendees and their chosen topic of discussion rather than giving a general overview.

**“From the beginning of our plans for a Health and Care Academy, we asked ourselves ‘what *can* this achieve?’ It’s about recognising the art of the possible”.**