

A Learning Programme for a Wellness Workforce

New NHS Alliance is developing a **Wellness Learning Programme** to enable professionals from many sectors and communities to develop the skills together that enable people to become well, and keep well, in the community.

The Challenge

We live in one of the richest nations in the world. Yet, those living in poorer areas of our country die earlier, and suffer years of more ill-health, than those living in our wealthier areas. These health inequalities represent a continuing social injustice, make demands on health and public services, and limit our population's capacity to contribute positively to society and the economy.

The Background

'Health Creation' is the route to wellness. It comes about when professionals and local people work together as equal partners and focus on what matters to the community.

It requires 'asset-based' skills characterised by the 5 features of health creating practices: listening and responding, truth-telling, strengths-focus, self-organising, power-shifting. When these 5 features are working, it provides the conditions for people to gain Control, make meaningful Contact with others and build Confidence. People need enough of the 3 Cs of Health Creation to be well.



New NHS Alliance Manifesto for Health Creation¹

The Approach

The Wellness Learning Programme is being co-designed with a cross-sector workforce, residents and 'health creators' - those with deep practical experience of what makes people well. It will have several elements eg. a diagnostic, online learning, human stories, evaluated case studies, webinars, mentoring. Some resources will be generic, others specific to the needs of eg. pharmacy, general practice, nursing, social care, public health, housing. The programme will be underpinned by a robust theoretical framework and appraised periodically by academics.

¹ <http://www.nhsalliance.org/wp-content/uploads/2016/07/A-Manifesto-For-Health-Creation.pdf>

² <https://www.nesta.org.uk/project/realising-value>

The Benefits

The evidence is clear, improved community health is created through sustained community engagement. Health creating approaches can:

- improve people's mental and physical health
- reduce social isolation and loneliness
- lead to reduced demand on services, especially emergency admissions/A&E visits
- improve people's employment prospects and school attendance and increase volunteering
- contribute to reducing health inequalities



In addition to the above, the Beacon community in Cornwall generated a social impact value of almost £4m from zero start-up funding.

Realising the Value²

Lighting the way: C2 Connecting Communities³
Health Empowerment Leverage Project⁴

The importance of spreading this initiative Professionals and communities everywhere have the potential to create conditions for communities to be well. But 'Health Creation' or 'Wellness' is not in the curriculum. Being accessed online, the Programme will be widely available and supported by sector organisations. It will maximise opportunities for participants to share experiences and learn from each other, since deep learning comes through experience, not guidance and toolkits. The Programme will itself be a spread mechanism. New NHS Alliance has a growing cross-sector membership and know-how in this field.

Supporting cross-sector working

Outcome of a poll of professionals from a range of backgrounds, taken at NNHSA Health Creation Action Summit 2016, that asked 'if we adopt health creating practices, there will be a positive impact on cross-sector working'

95%
SAID YES

Contact details:

New NHS Alliance www.nhsalliance.org

Merron Simpson m.simpson@nhsalliance.org

³ http://www.c2connectingcommunities.co.uk/wp-content/uploads/2016/10/C2_LightingTheWay_FL_NAL.pdf

⁴ <http://www.healthempowerment.co.uk/evidence-based-outcomes/>