

**Greater
Manchester
Integrated Care
Partnership**



**Fairer
Health
For All**

**Fellowship
Programme
Information Pack**



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Welcome



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Thank you for your interest in the Fairer Health for All Fellowship programme. The following information pack will provide information about:

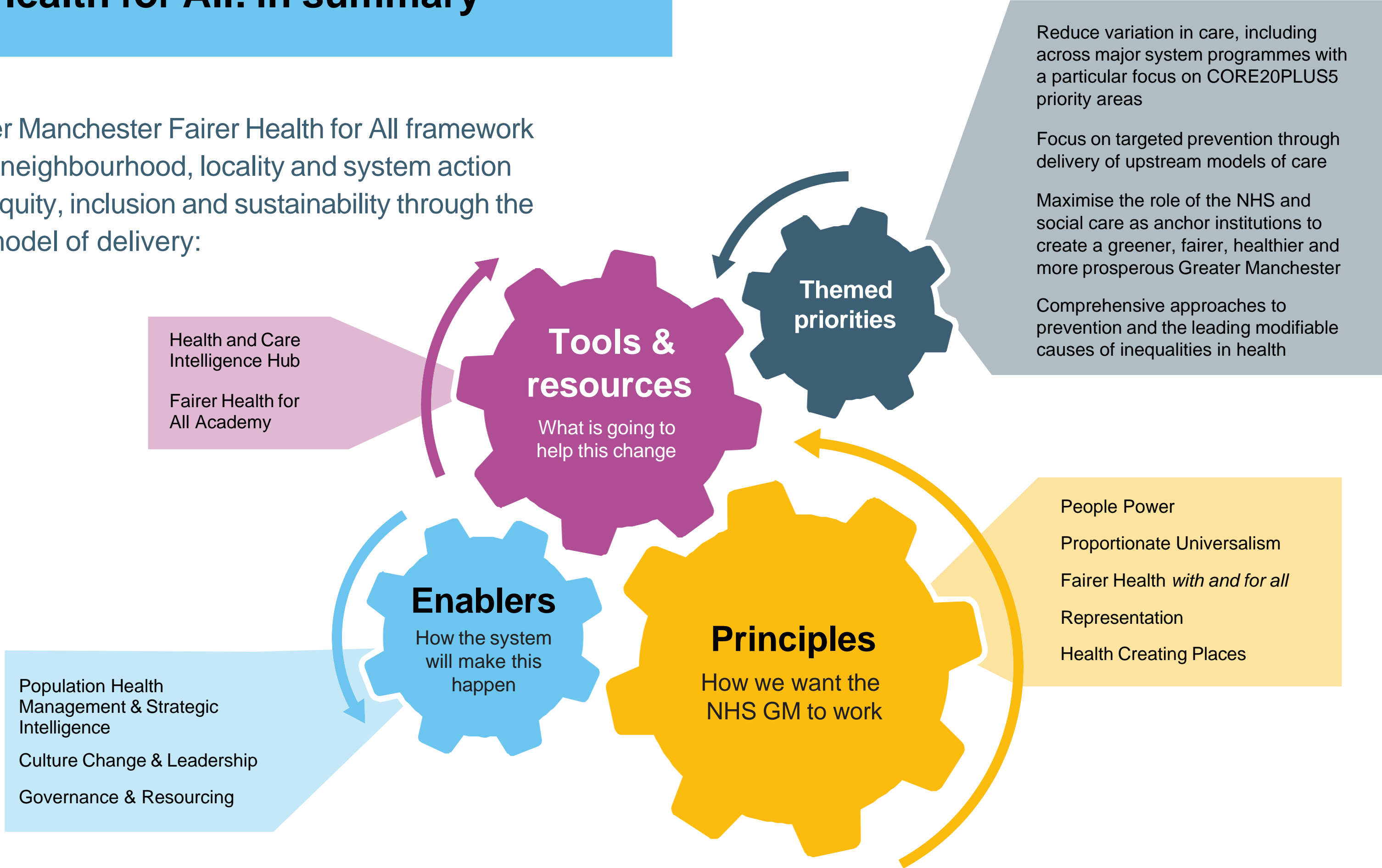
- Fairer Health for All Framework
- Fellowship programme
- Benefits of being a fellow
- Benefits for organisations releasing people for the fellowship
- How to apply

The FHFA Fellowship Programme is part of [Fairer Health for All](#) - a system-wide commitment and framework to reduce health inequalities across the wider, social determinants of health, as well as create a greener, fairer, more prosperous city-region.

NHS Greater Manchester are delighted to be partnering with Greater Manchester Training Hub to offer this fellowship opportunity, enabling cross-sectoral learners from a non-public health background to develop their knowledge and skills in population health, equality and sustainability.

Fairer Health for All: in summary

The Greater Manchester Fairer Health for All framework will enable neighbourhood, locality and system action on health equity, inclusion and sustainability through the following model of delivery:



Fairer Health for All principles

The Fairer Health for All principles were co-designed by Greater Manchester partners and speak to how we will share risk and resources in a way that considers a strengths-led approach, building on the needs of individuals, communities and partnerships and to collaborative decision making, so that resource can be targeted and tailored to achieve good health across diverse places and people.



People power

We will work with **people and communities**, and listen to all voices – including people who often get left out.

We will ask 'what matters to you' as well as 'what is the matter with you'.

We will build trust and collaboration and recognise that not all people have had equal life opportunities.



Proportionate universalism

We will co-design universal services (care for all) but with a scale and intensity that is proportionate to levels of need (focused and tailored to individual and community needs and strengths).

We will **change how we spend resources** – so more resource is available to keep people healthy and for those with greatest need.



Fairer Health is everyone's business

We will think about **inclusion and equality** of outcome in everything we do and how we do it.

We will make sure how we work makes things better, and makes our environment better, for the future.

We will tackle structural racism and systemic prejudice and discrimination.



Representation

The mix of people who work in our **organisations will be similar to the people we provide services for**. For example, the different races, religions, ages and sexuality and including disabled people.

We will create the space for people to share their unique voice and be involved in decision making.



Health creating places

As anchor institutions we will build on the strengths of our communities and leverage collective power – to support communities and local economies.

We will focus on place and **work collaboratively** to tackle social, commercial and economic determinants of health.

What are the delivery tools?

The Health and Care Intelligence Hub

- Co-designed to **consolidate data and insights from public and VCFSE sector partners** across the city region into a single portal.
- Range of **web-based intelligence tools** to enable adaptive capability for Population Health Management

Access to the hub can be requested via https://www.gmtableau.nhs.uk/gmportal/new_Request and is open to all VCSE and public sector partners.

Fairer Health for All Academy

The aim of the Fairer Health for All Academy is to:

- **Facilitate shared learning and innovation** on equity, inclusion and sustainability
- **Build skills and values required to shift towards upstream models of care** and social model for health



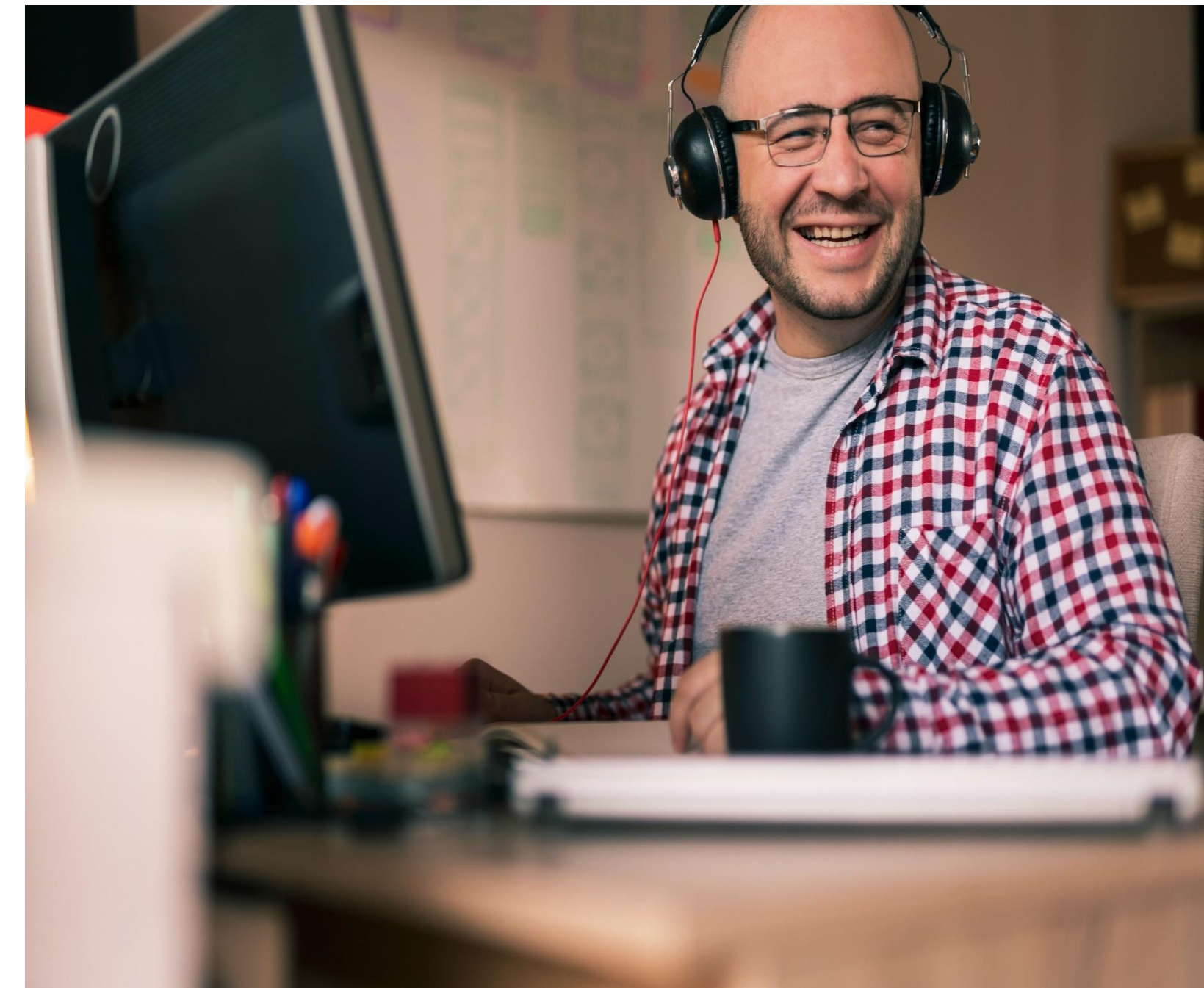
About the FHfA Fellowship Programme

- Designed as a comprehensive, in-depth learning and development opportunity
- Enables learners from a non-public health background to develop their knowledge and skills in population health, equality and sustainability
- Open to people from a wide range of backgrounds, including clinical and managerial staff and people working in the VCSE sector.
- Hope to attract an applicant pool that mirrors the communities we serve.
- A limited scheme started in 2022/23 as proof of concept
- Plan to offer 20 fellowships in early 2024, prioritising staff working within community and Primary Care settings in the first cohort of the programme.
- Develop a substantive scheme across the next 3 years increasing capacity for up to 30 GM fellows.



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FHfA Fellowship Programme aims



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The aims of the fellowship are to:

- a) Establish and nurture learner understanding of your professional role and opportunities to create Fairer Health for All
- b) Educate learners on the policy and strategy context in Greater Manchester and identify the skills needed to successfully manage change in complex health and care and community settings
- c) Refine learner understanding of the social and commercial determinants of health and the importance of health equity, equality and inclusion

What can fellows expect to gain?

- Knowledge and skills in public health, relevant to your specialist area
- Access to communities of practice and learning networks
- Mentor support to implement a change process and convert theory into action
- Improved level of personal and professional leadership practice
- Increased resilience and ability to react to the challenges of rapidly changing contexts
- Ability to triangulate themes from across health and social care, academia, and the voluntary sector



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Benefits for organisations

The Fellowship provides the opportunity to:

- change behaviour, empower employees, and build authentic relationships with networks and partners across GM
- support professional and personal development, with no cost to the Fellow's organisation/employer
- meet the shifting needs of employees, organisations and communities/populations we serve
- give employees the confidence, insights, and motivation to expand or extend their work
- Bring back new ideas, tactics and perspectives to the organisation
- take part in social responsibility and community engagement
- contribute to the future success of the organisation



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Event	Date
Applications open	Monday 16 th October 2023
Applications close	Extended until Friday 17 th November
Selection process	w/c 27 th November 2023
Notify applicants of outcome	Friday 8 th December 2023
Fellowship start date and Induction Day (in person)	Thursday 1 st February 2024



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What does it involve?

- Fellows are **released from their existing role (backfill available) to dedicate one day per week to work on the Fellowship** (February 2024-February 2025), attend training and work on a fellowship project. *Backfill money equivalent to one day of the Fellow's working week would be paid monthly to the employer.*
- Fellows may choose which day each week to dedicate to the Fellowship, however, some dates for training, communities of practice and peer support meetings will be fixed (dates to be supplied in advance of the programme starting) therefore flexibility is encouraged.
- **Training:**
 - Mixture of blended and experiential learning, covering a wide range of population health, equity, inclusion and sustainability themes.
 - Online modules from The Foundation Programme in Public Health (*Fellows will require a device and an internet connection.*)
- **Guidance from professional mentors** – each fellow will be assigned a mentor for support.
- Required to **capture their learnings at various points during the year**, cumulating in an **evidence-based project report** submitted toward the end of the fellowship for publication on the Fairer Health for All website.

Fellowship Project



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- Core project relating to the themes of equity, sustainability and/or inclusion identified by the fellow and refined through support with a mentor and a community of practice.
- Projects could be delivered in the applicant's usual place of work or contribute to wider joined up or system approaches taking place across the area.
- For project idea inspiration, please visit our Fellowship page on the Fairer Health for All Academy website [here](#)



Who can apply?



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- Phase 1: anyone working in community settings/ Primary Care (including VCFSE and local authority)
- All levels, roles and backgrounds are encouraged to apply
- No expectations in terms of previous experience or specific educational requirements
- To apply you must:
 - be passionate about improving population health
 - want to become a champion and achieve change
 - be committed to the delivery of a fellowship project
 - agree to carry out formal learning as part of the fellowship
 - confirm prior support from your current organisation that you will have protected time to take part fully in the fellowship

Interested in applying?



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- Complete the Expression of Interest form found [here](#) or via the QR code below before Friday 10th November 2023
- To view a recording of the Fellowship Programme Lunch and Learn session and hear the experiences of two current GM Fellows, please visit the Fellowship pages of the Fairer Health for All Academy website: [Fellowships | FHFA Academy \(gmtableau.nhs.uk\)](https://gmtableau.nhs.uk/fellowships)
- Not sure which project to choose for your Fellowship? Visit the [Fellowship pages](#) of the FHFA Academy website for ideas (available from Monday 23rd October)
- Applications are also welcome via other methods such as audio or video recordings.
- Have further questions? Please email gmth@gmfeds.co.uk





Thank you for your interest in the Fairer Health for All Fellowship Programme.

We look forward to receiving your Expression of Interest!

