





BHSCA NEWSLETTER



*Foreword from our partner at
Buckinghamshire New University:*
Dr Abbie Fordham Barnes, PhD, RN

The College of Health and Society at Buckinghamshire New University delivers a diverse, practice-focused portfolio of programmes that prepare students for careers which make a meaningful difference. Spanning disciplines such as Allied Health, Nursing and Midwifery, Health and Social Care, Education, Psychology,

Criminology, Social Work, and Sport and Exercise Science, the College reflects the complex and interconnected nature of health and society.

Learning is immersive and hands-on, with many programmes incorporating extensive placement opportunities supported by strong strategic partnerships and experienced supervisors. Students benefit from regular engagement with industry professionals through guest lectures, workshops, and field visits, alongside access to state-of-the-art facilities including simulation wards, an A&E environment, psychology laboratories, and the Human Performance, Exercise and Wellbeing Centre. Inclusive education is central to our approach, with Experts by Experience embedded in teaching to develop empathy, understanding, and real-world insight. Many programmes are professionally regulated and accredited, reinforcing graduate quality, credibility, and career readiness.

Working in partnership with the Buckinghamshire Health and Social Care Academy directly supports the College's priority aims for 2025/26. This collaboration strengthens our commitment to:

- **Staff Wellbeing**, enabling personal, academic, and professional development within a supportive and safe working environment.
- **Inclusive Student Success**, ensuring every student, regardless of background, experiences enriching and fulfilling higher education.
- **Research, Innovation, and Knowledge Exchange**, through the introduction of a community of practice underpinned by enquiry-led education, applied research, and professional practice.
- **Teaching, Learning, and Assessment**, delivering a consistently high-quality academic experience that safeguards student interests.
- **Partnerships, Outreach, and Recruitment**, advancing the strategic vision for collaboration and sustainable growth.

Together, the College of Health and Society and BHSCA are co-developing confident, compassionate professionals equipped to meet the evolving needs of health and social care across Buckinghamshire and beyond.

Dr Abbie Fordham Barnes



BHSCA NEWSLETTER



ABOUT US

Buckinghamshire Health & Social Care Academy was founded in 2019 as a non-profit partnership organisation, established by the Buckinghamshire NHS Trust, NHS England, Buckinghamshire New University, Buckinghamshire Council, University of Bedfordshire, Buckinghamshire Local Enterprise Partnership (*now part of the Bucks Council*), Buckinghamshire College Group, Primary Care & FedBucks.

Our aims are to unite the principal employers who commission and deliver health and social care in Buckinghamshire with local education and skills providers, key strategic public sector funders and others who work in alliance with the County.

Our vision is to optimise and integrate innovative health, social work and social care workforce education, training and development across Buckinghamshire. The Academy seeks to co-create a gateway enabling the provision of innovative and integrated careers advice, education, training and organisational/professional development for the health, social work and social care workforce in Buckinghamshire. Making Buckinghamshire the preferred destination and long-term base for our workforce to pursue vibrant, flourishing and fulfilling careers in primary, secondary and community health care, social work and social care.

The Academy's key objectives are to:

- Enable innovative, collaborative, inclusive evidenced based workforce-related learning and development activities, which are accessible to all informal and formal health, social work and social care workers in Buckinghamshire, including volunteers and carers.
- Be a key county-based delivery vehicle for system people plans that form part of the integrated care system in bob and which reflect key local, regional and national workforce priorities.
- Identify and convene planned and integrated education and training programmes that meet specific local workforce needs as identified by multi-agency services in Bucks delivered in collaboration with our partners.
- Ensure that the local economy attracts and retains the skills required to enable the Buckinghamshire population to benefit from the jobs created across the health and social care sector; and
- Lead the development, integration and embedding of new career frameworks and competencies for health, social work and social care workers, ensuring compliance with local, regional and national occupational and workforce competency frameworks and their associated workforce transformational requirements.

Watch our promo video here



ABOUT US

Our System-Wide Impact:

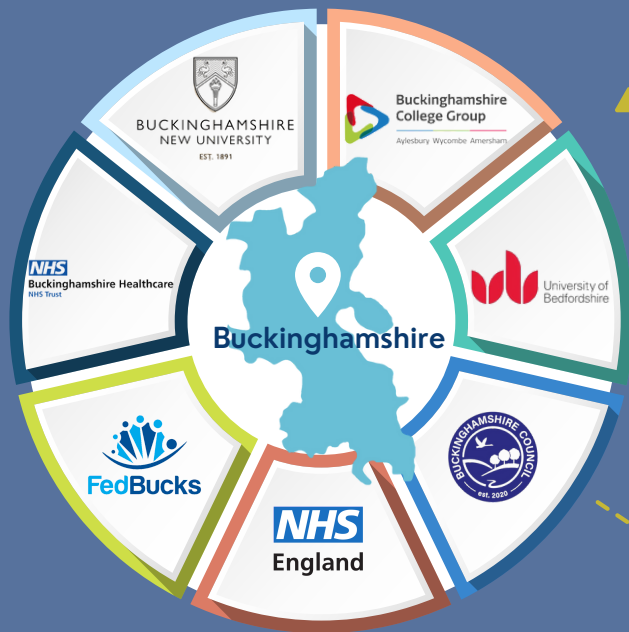
BOB Integrated Care System (BOB ICS)



Our 'Place' of **Buckinghamshire** in the BOB ICS for education, training, & development of the County's health & care workforce



Convening programmes of work across the County through our **7 Partner organisations**



Carried out via our active **8 Faculties** which are voluntarily led by field experts within our Partner organisations





SPOTLIGHT ON INNOVATION



Adult Social Care Nursing Workforce Development Project Celebrated at BNU

Buckinghamshire New University recently hosted a special event to celebrate the progress and impact of the Adult Social Care Nursing Workforce Development Project—a collaborative initiative funded by the Burdett Nursing Trust and delivered by the **Buckinghamshire Health and Social Care Academy (BHSCA)**, **BNU**, and the **Royal Society for Public Health (RSPH)**.

This pioneering project has focused on understanding the training and development needs of the adult social care nursing workforce, with a particular emphasis on early career pathways and identifying barriers to entry and progression.

The event opened with a warm welcome from Professor David Sines CBE, Trustee of the Burdett Nursing Trust, and featured a rich programme of presentations and discussions, including:

- New research findings offering insights into workforce challenges and opportunities
- Co-designed resources developed to support workforce development
- A new early career education pathway tailored to adult social care nursing
- Opportunities for collaboration across the sector to drive innovation and integration

Attendees from across nursing and adult social care came together to explore how the project's recommendations can be practically applied to strengthen education, training, and professional development across Buckinghamshire.

The event marked a significant milestone in the project's journey and reinforced the importance of continued collaboration to deliver innovative, integrated solutions that support the adult social care workforce.

To learn more, including access to outputs from the project's four workstreams, key findings, and recommendations, please visit the project website: [**ASC Nursing Workforce Development Project**](#)



COMPLETED RESEARCH

HEALTH EQUALITY FOR PATIENTS WITH LEARNING DISABILITIES AND AUTISM:

*Findings from a UK University Pilot implementing the Oliver McGowan Training for
Pre-Qualified Nurses and Midwives (September 2025)*



BACKGROUND

In 2016, Oliver's Campaign was born, following his tragic death in an NHS hospital. The campaign is led by Oliver's mother, Paula McGowan OBE, who believes that all health and social care staff need appropriate and meaningful training to help them to understand people who have a learning disability and autistic people.

Oliver's death highlighted the need for better training and awareness of health and social care providers and as a result the Oliver McGowan Training on learning disabilities and autism was created. This is NHS England's preferred training course for meeting the requirements of the Health and Care Act 2022 (HCA) for "Mandatory Training on Learning Disabilities and Autism for all registered nurses and other healthcare professionals".

As part of this effort, Buckinghamshire New University was commissioned from NHS England to pilot the Oliver's training with its nursing and midwifery students. Ultimately, the pilot aimed to test whether the statutory requirement of the HCA can best be served, and if health inequalities are more effectively addressed, if the mandatory training is introduced as part of the training curriculum at the pre-registration stage for all those aspiring to deliver healthcare services through the NHS and service providers registered with the Care Quality Commission (CQC).

PROJECT PARTNERS

The project was carried out in partnership with **Buckinghamshire Health and Social Care Academy (BHSCA)**, **Buckinghamshire New University (BNU)** and **NHS England**.

The project was also in close contact with the [Oliver's Campaign](#) and [Paula McGowan OBE](#).

RESULTS

The tested hypothesis was that the integration of the Oliver McGowan Training into Nursing & Midwifery Council's (NMC) approved, pre-qualifying curricula can better serve the aims of the Health and Care Act 2022, and help address health inequalities.

The research project identified a need to understand the impact of the training at pre-registration stage and the implications that this has on:

- Prospective nurses and other healthcare professionals such as midwives
- Future employers, educators with an emphasis on Higher Education Institutions such as universities
- NHS England and other relevant stakeholders including central and local government.

The project, reported in September 2025, involved a multi-disciplinary, mix-methods primary research with students and staff at BNU, registered nurses and midwives, potential and current training providers and employers.

To learn more, please visit the project website: [Health equality for patients with learning disabilities and autism](#)

Q. 3 REVIEW

BUCKINGHAMSHIRE COMMUNITY WELLBEING HUB

Awarded the *Health Creating Community Space or Place of the Year* at the 2025 Excellence in Health Creation Awards!

This prestigious award celebrates the people and projects transforming health and wellbeing across the UK. The Hub was recognised as a shining example of health creation in action—thanks to its co-designed approach with partners, strengths-based ethos, and commitment to listening and responding to local needs.

With nearly 3,000 residents regularly accessing support—and 96% reporting improved wellbeing—the Hub is a powerful testament to what can be achieved through collaboration, innovation, and community-led design. See the full write up [here](#).



THE AYLESBURY CREATIVE HEALTH AND WELLBEING PROGRAMME HAS COMPLETED!

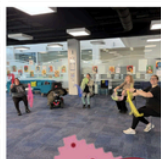
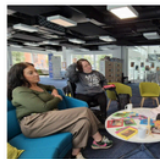
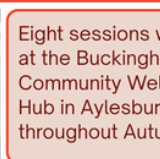
AYLESBURY CREATIVE HEALTH & WELLBEING PROGRAMME



Supported by funding from the Aylesbury Community Board, BHSCA and BCW Hub delivered an 8-week programme of creative health and wellbeing activities for local Aylesbury residents, aiming to promote the health and wellbeing of local residents through engagement in organised activities, and to allow residents the opportunity to gain new skills, connect with their community and pursue creative outlets.



Eight sessions were held at the Buckinghamshire Community Wellbeing Hub in Aylesbury throughout Autumn 2025



A project evaluation will be completed in partnership with the Aylesbury Community Board in early 2026

**A project evaluation will be completed
with the Aylesbury Community Board
in early 2026!**

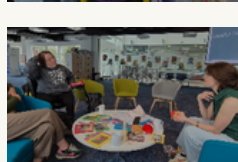
See more [here](#).



26th September - **Madhubani Art with Harsha Basu Paintings:** A heritage Indian folk art form & the session included making natural colours from vegetables and painting on handmade paper.



3rd October - **Medicinal Movement and Spoken Word with Celestina Banjo from Smile Like a Baby:** A creative movement and poetry workshop that brought together rhythm, memory, emotion, and connection.



10th October - **Voicing Yourself Happy with Sinead Carroll (Voice Coach)**
A workshop for the whole body, which brought together music and sound through noises, improvisation and singing.



17th October - **Zine-making with Carrie Browne:** A design and create a zine (a small art booklet) which used collage and mark making techniques



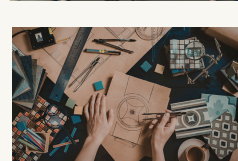
24th October - **Cyanotype Printing with Laura de Moxon:** A historic alternative photographic process that creates amazing blue images, using different objects to explore the technique



10th October - **Dance (for all abilities):** A dance session for diverse audiences that could be adapted for any ability (both seated and standing)



17th October - **Slow Stitch and Breathe with Julia O'Connell:** The session taught a basic stitching technique and used that skill to slow stitch a mini art quilt/coaster; participants have the option to make a holiday themed project



14th November - **Realising your Creative Magic with Rich Watkins:** A drama and performance based workshop which utilised movement, improvisation, clown and therapeutic wellness techniques

Q. 3 REVIEW

The Coaching and Mentoring Pool



part of the Buckinghamshire Health & Social Care Academy



advantage
Independent Accreditation in Learning

Advantage Awards 2025 Winner!



Centre of the Year: *Buckinghamshire Health and Social Care Academy*

“Buckinghamshire Health and Social Care Academy has been selected as our Centre of the Year for its outstanding dedication to high-quality training and community impact.

The Academy consistently demonstrates exceptionally high standards across both its trainers and training delivery. Their team has shown remarkable initiative and expertise by developing, writing, and delivering their own excellent courses, designed not only for their learners but also for the wider community they serve.

We are proud to recognise their contribution and leadership in the sector.”

THE COACHING & MENTORING POOL AT A NUMERICAL GLANCE

- **240** people total from BHT, BC, and BOB ICB are officially registered as coaches in the Pool
- **54** total health coaches fully trained
- **40** health coaches trained between October and December.
- **28** candidates coming from BHT (13) and Bucks Council (15) completed Level 3 training
- **22** employees paired up with a coach; 1 with a leadership mentor
- **4** coaches gained level 3 qualification
- **4** coaches gained level 5 qualification
- **4** more candidates will complete their Health Coaching course in January 2026
- **3** monthly Coffee, Cake and Coach sessions focusing on the following topics:
 - CV & interview support
 - DISC lens
 - sailboat coaching tool
- **2** days of leadership training for Slough Council
- **2** days completed of a new leadership programme for the commissioning team at Bucks Council, 9 more left
- **8** days of face-to-face leadership training for Slough Council
- **1** Professional Certified Coach (PCC) qualification for Kasia Nissanka!
- **1** Advanced Motivational Interviewing course attended by Jason and Kirsten to upskill their abilities to better support health and vaccine coaching
- **1** session of 360 Feedback Training completed with all coaches

SPOTLIGHT EVENTS



On 13 October, The Coaching & Mentoring Pool team supported the Social Care Registered Managers programme at the **Social Care Conference**. It was a very well organised day and gave the team a chance to promote the pool. The team has been able to offer the following training to the Registered Managers' Network (RMs):

- 3 day - level 3 coaching and mentoring programme for RMs across Bucks in 2026 – 15 people
- Access to the pool for 12 months including community of practice events, conference and much more!



STEP 2- Leading Self Programme 2-day event (16/17 October) working the 15 new employees on the Horizons' Project at Bucks Council, who were two weeks into their six-month placements, to support them with new skills in the workplace. In the end, the participants thoroughly benefitted and gave highly positive feedback about the programme!



LEARN MORE



BHSCA

www.bhsca.co.uk



Buckinghamshire Health and Social Care Academy's

Your 5 Steps to Success - Leadership Development Programmes



5
Senior
Leaders
Programme

4 Leading Teams

3 Introduction to Line
Management

2 Leading Self

1 Local Inductions

We're pleased to share an exciting opportunity from the Buckinghamshire Health and Social Care Academy: new cohorts of our 5 Steps to Success Leadership Development Programme, starting in March 2026.

Having successfully delivered Senior Leadership Programmes across the system in the past, we're now offering fully funded, in-person development opportunity for others in within your organisation, bringing those working in Buckinghamshire together to share knowledge and experience.

These programmes support our shared ambition to strengthen cross-sector collaboration and leadership, aligning not only with the future of health and social care and Integrated Neighbourhood Teams, but also for those outside of health and social care working in businesses across Buckinghamshire.

Participants will gain practical tools and a deeper understanding of their leadership style within a supportive, cross-sector learning environment. The programme is strengths-based, interactive, and tailored to real-world challenges.

WHAT'S ON OFFER:

Step 2: Leading Self

- This interactive workshop helps participants reflect on their strengths and develop practical tools for thriving at work and beyond.
 - **Thursday 26th & Friday 27th March 2026**
Buckinghamshire Wellbeing Hub, BNU Aylesbury

Step 3: Introduction to Line Management

- Designed for those stepping into leadership roles or managing teams or new to this role. Participants will gain essential skills to lead with clarity, motivate others, and improve team performance.
 - **Thursday 7th & Friday 8th May 2026**
Buckinghamshire Community Wellbeing Hub, BNU Aylesbury

Step 4: Leading Teams

- Designed for those leading teams. This session focuses on building high-performing, compassionate teams and strengthening collaboration across services.
 - **Thursday 11th & Friday 12th June 2026**
Buckinghamshire Community Wellbeing Hub, BNU Aylesbury

To find out more, please follow this link
and share with your networks:

Your 5 Steps to
Success





ACTIVE PROJECTS UPDATE

AHP Thematic Review

AHP Fac

On 4th November the AHP Faculty ran its annual Thematic Review. This year we focussed on two important discussions:

- How do we ensure our learning environments are inclusive and psychologically safe for all learners, from all backgrounds, including neurodiverse students?
- How do we nurture confident, compassionate AHP leaders at all stages of their career?

Fruitful discussions were had during the sessions producing integral outcomes that will inform the Faculty's focus over the next year.

14th October 2025: BHT AHP Conference

BHT celebrated AHP Day on the 14th October! The day was focussed on connection, appreciative inquiry and offered an opportunity to hear inspirational career journeys from a range of AHPs.

Connect & Celebrate

AHP Fac

Notable Events

AHP Fac

- 12th November 2025: **Practice Educator Assistant (PEA) Placement Model** – Attended by 65+ people across BOB
 - Live webinar outlining the new PEA placement model and the success of this model from the University, Speech and Language Therapist, Speech and Language Therapy Assistant and students feedback
- 4th December: **BHT Discover Careers in AHP**
 - In its 3rd year, BHT hosted an interactive after-school event where each AHP discipline was able to showcase why students should become a certain AHP!

In October, we commenced the OMMT programme, to ensure our NHS and social care workforce across Thames Valley ICB have the support to reduce health inequalities for people with a learning disability and autistic people. Working with 7 NHS Trusts, 2 ICBs, PCNs and voluntary sector, we have delivered training to:

- 1153 staff in the Tier 1 and
- 1218 in the Tier 2 across 18 different locations.

By September 2026, we plan to have trained 27000 people across our workforce.

Oliver McGowan Training Programme

BHSCA



LEARN MORE



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www.bhsc.co.uk



ACTIVE PROJECTS UPDATE

Health Coaching

BHSCA

- Trained **40 health coaches** between October and December 2025.
- A further **4 candidates** started their course this quarter and will complete in January 2026.
- Total number of trained health coaches since Jan 2024 –
 - **54 health coaches**

- Continued the Let's talk about vaccine training with **6 sessions** both face to face and via teams.
- Supported the Kent and Medway ICB conference with providing more information on future training.
- Scheduled Q4 with Communities of Practice sessions to continue the support and spread awareness

Let's Talk about Vaccines

The Coaching
& Mentoring
Pool

Volunteer Bucks Inclusive Partnership project

Volunteer
Fac

Integrated Volunteering workshop discussion held in October was an opportunity for professionals to come together to help shape and inform Aim 3 of the programme (Build better links across health, social care and the voluntary sector).

Attended by 22 professionals from 16 organisations; discussions helped to hone the benefits, principles and engagement of the project going forward and this was followed up by Co-design workshop on Dec 8th which continued these discussions and started to shape key elements of the pathway.

Two sessions (one in Aylesbury and one in High Wycombe) were held this November focusing on **Mothers and Babies** and the support available to them. Topics in the past have included:

- Multi-Faith Perspectives of Mental Health and Wellbeing
 - Exploring Health Inequalities
 - Support for children and young people with Special Educational Needs and Disabilities (SEND)
 - Trauma-informed approaches to providing support
- ... And many others, find out more [here](#)

Health Inequalities: Communities of Practice

Volunteer Fac





COMING SOON IN Q.4!

HEALTH INEQUALITIES COMMUNITIES OF PRACTICE

The next CoP sessions are scheduled for January 2026 and will focus on the VCSE Mental Health Collaboration project. More information and links to register are available [here](#).

FEDBUCKS AWAY DAY

The Coaching & Mentoring Pool will attend an Away Day at FedBucks on 21 January to conduct a Senior Managers Development Day.

5 STEPS TO SUCCESS

We're pleased to share an exciting opportunity from the Buckinghamshire Health and Social Care Academy: new cohorts of our 5 Steps to Success Leadership Development Programme, starting in March 2026. More info [here](#)!

LSIP: HEALTH & CARE IN BUCKS EVENT

27 January- in-person event bringing together Health and Social Care professionals across Buckinghamshire to discuss skills development for those entering the workforce. This will be an opportunity for collaborative discussions and to hear insights from sector leaders.

VOLUNTEER BUCKS INCLUSIVE PARTNERSHIP

After a successfully attended and engaged workshop, another co-designed workshop is in development for early 2026. More to information to come!

VACCINES COMMUNITY OF PRACTICE

07 January & 25 March: Let's Talk About Risk: Communicating Vaccine Safety Effectively presented by our Coaching & Mentoring Pool manager, Kasia Nissanka.

LEVEL 3 COACHING & MENTORING PROGRAMME

The Coaching & Mentoring Pool will be training Level 3 coaching & mentoring to our the RM Network across 3 days in March - 12th, 13th, & 19th.



LEARN MORE



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