



Helpforce Network

NHS Cadets

27.04.22 10:00 -12:00

NHS England and NHS Improvement



Context:

- ▶ **‘We are the NHS: People Plan 2020/21 action for us all’ states:**
- ▶ ‘We must ... support a renewed focus on increasing longer-term volunteering opportunities in the NHS. This is already being done, for example with the launch of the [NHS Cadets](#) - a new scheme set up with St John Ambulance, providing a chance to support patients and a new route into a future in the NHS. By 2023, NHS England and NHS Improvement aims to enrol 10,000 young people,’ (p35).
- ▶ **‘We are the NHS: People Plan 2020/21 action for us all’ states:**
- ▶ ‘In a wider context, the NHS can play a significant role ... to bring those furthest from employment into meaningful employment and to target recruitment, volunteering and apprenticeship opportunities in areas of greater deprivation’, p48

Outcomes:

1. Reach groups who are less frequently heard, or less engaged with services
2. Increase the diversity of volunteers
3. Increase the life skills of young people
4. Disseminate knowledge about appropriate use of the NHS
5. Accelerate the spread of youth volunteering – **main aim**
6. Increase the number of young people considering careers within health and care – **secondary aim**
7. Improve patient experience and outcomes across the whole of the patient journey
8. Encourage and enable preventative/health promoting behaviours across communities
9. Reducing health inequalities across communities
10. Expansion and development of national partnership working across NHS and the voluntary sector

Partnership:

- Equal partners
- Match funding - £6 million in total
- 4 year programme to set up and start roll out - ongoing beyond 4 years
- Ambition for 170 “programme locations”
- Ambition for 10,000 cadets
- Cumulative numbers from existing sites to build continuity, embed and sustain going forwards
- St John Ambulance (SJA) – mainstreaming to sustain



Sites and programme locations:

- SJA currently partner with local NHS Trusts from across the country with a minimum of 1 programme location per site.
- Each 'programme location' is a venue where between 20-30 young people will undertake the NHS Cadets programme.
- We have different programme locations as some towns / cities are very geographically spread or young people may be part of a targeted group e.g. Looked After Children.
- We recruit experienced youth workers and volunteers to deliver the programme



Programme Format and Approval

Programme delivery format:

- Sessions are delivered a mixture of face to face and virtual. Currently, the course is 2 hours a week over 36 weeks during across 12 months

Timescales for site approval:

- Discussions to confirm sites for the NHS Cadets programme will take place a few months before any programme start date. The time leading up to programme start includes targeting and recruiting young people and agreeing a Memorandum of Understanding.

MOU

Memorandum of Understanding:

- As each site is approved, SJA will establish a MoU with the local NHS Trust to cover key requirements such as:
 - Senior buy-in to explore providing volunteer roles from age 16; and/or
 - Senior buy-in to explore providing volunteer experiences from age 14
 - Offering a range of health volunteering exposure including, at the end of the cadet course volunteering opportunities in acute and/or community settings to cadets aged 15 and over;
 - Free access to rooms / community spaces supporting face to face course delivery;
 - Support from the volunteer manager to host supervised visits and/or volunteering placements at Trust sites ('visits' are supervised by SJA staff using its public liability);
 - Support to source local NHS / social care / VCSE speakers (e.g. different careers and roles) to complement the programme content including talking about how they gained their role especially if an indirect / alternative route;
 - Take on/offer NHS Cadets suitable or appropriate volunteer roles.



Who do we target?

- Learning difficulties and disabilities
- Young people in care or recent care leavers
- Unaccompanied Asylum Seeking Children (UASC)
- Young carers
- Not in education employment or training (or at risk of NEET)
- Mental health
- LGBTIQ+
- Low income families or young people in receipt of free school meals
- British ethnic minority young people whose race/religion could be or has been a barrier to considering a pathway to healthcare



Foundation Pathway
14 – 16 year olds

Advanced Pathway
16 – 18 year olds

12 month programme (over 36 weeks flexibly)

12 month programme (over 36 weeks flexibly)

First Aid

First Aid (Higher Level)

Volunteering experience within the NHS

Volunteering opportunities within the NHS

Drug and Alcohol Awareness, Health Care Environments, Alternative Volunteering, Mental Health, Leadership, Communication, Team work

Clinical Developments and Health Care Futures, Preventative Healthcare, Safety and Infection Prevention, Systems of Care, Care Needs and Principles, Patient Communication, Careers Skills, Health care the Bigger Picture, Empathy and Wellbeing



Safeguarding

- ▶ SJA regularly reviews and updates the Safeguarding Policy to provide fresh guidance on legislative changes, the advances in technology and increased expectations of society.
- ▶ Appropriate safeguarding ratios covered by Staff and Volunteers from NHS Cadets delivery teams
- ▶ Minimum of 2 adults safeguarding our young people at all times while on the programme
- ▶ Disclosure and Barring Service checks are made, references taken up and a declaration signed by every applicant before they are allowed to work with or supervise children in St John Ambulance.
- We believe that every young person should have the opportunity to make a real difference in their community, to speak out on what matters to them and to help others in need of support and development.

Benefits:

▶ Young people:

Social & emotional wellbeing, new skills, volunteering experience, accredited learning and Portfolios, improved career prospects...

▶ Service users:

Improved satisfaction, lower isolation, improved healthier behaviours...

▶ Staff:

Frees up non-clinical time, improved satisfaction, patient centred approach...

▶ Services:

Adds value to patient experience, provides a different perspective, culture change...

▶ Communities:

Diverse social networks, diverse workforce, young people actively engaged in community...




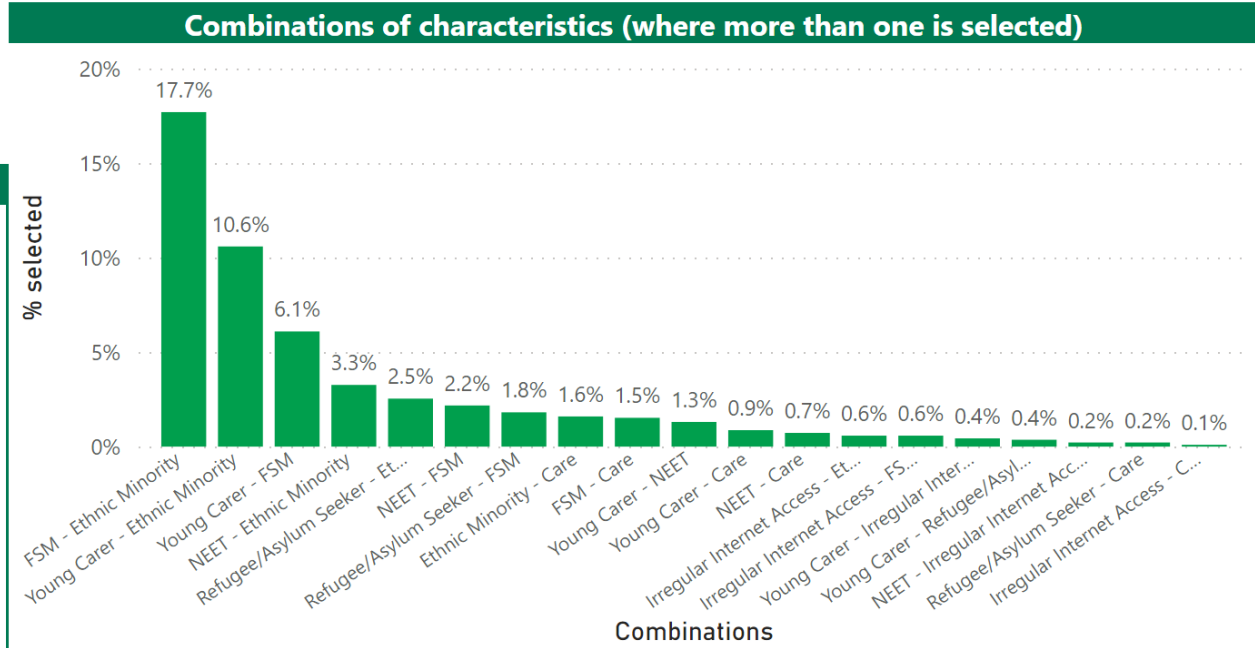
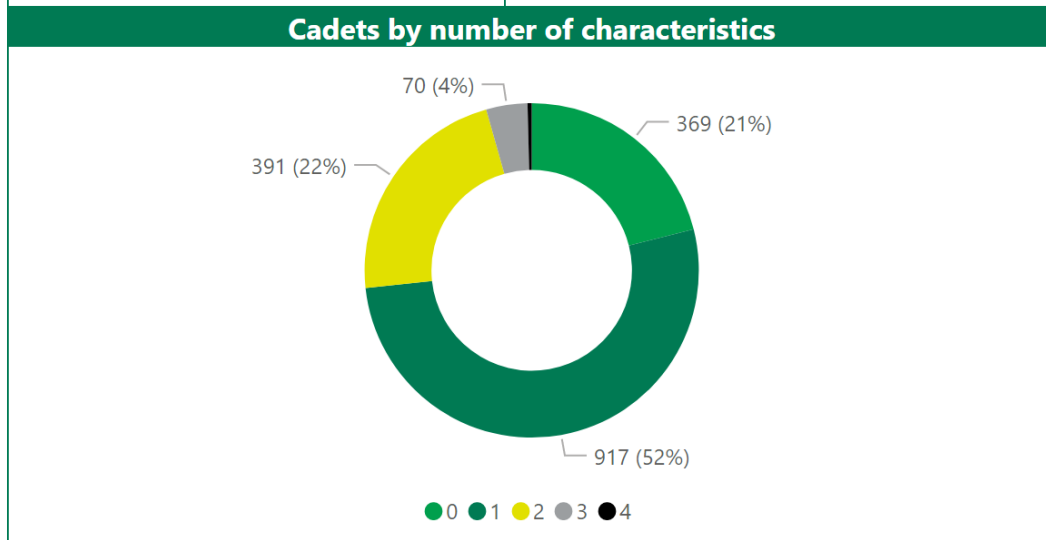
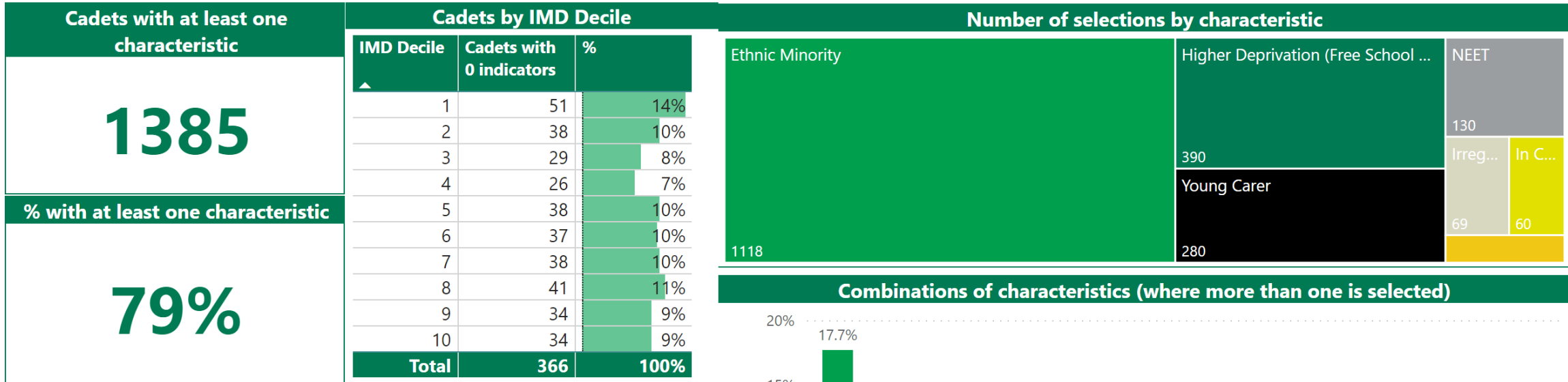
April 2022

- ▶ Currently 109 programmes running
 - ▶ 66 Foundation and 43 Advanced
- ▶ 3 Graduation events to date have been held with guest appearance from Chief Nurse Ruth May and celebrity guests
- ▶ Most programmes returning to face-to-face delivery
- ▶ Volunteering opportunities starting up as restrictions ease



Add where we are now

- 2700 NHS Cadets Registered to date with 700 more in registration process
 - Currently 1025 on the Foundation Programme
 - Currently 729 on the Advanced Programme
 - Strong diversity levels across all programmes
 - Further targeted work to learn and support greater inclusion being accelerated during 2022/23
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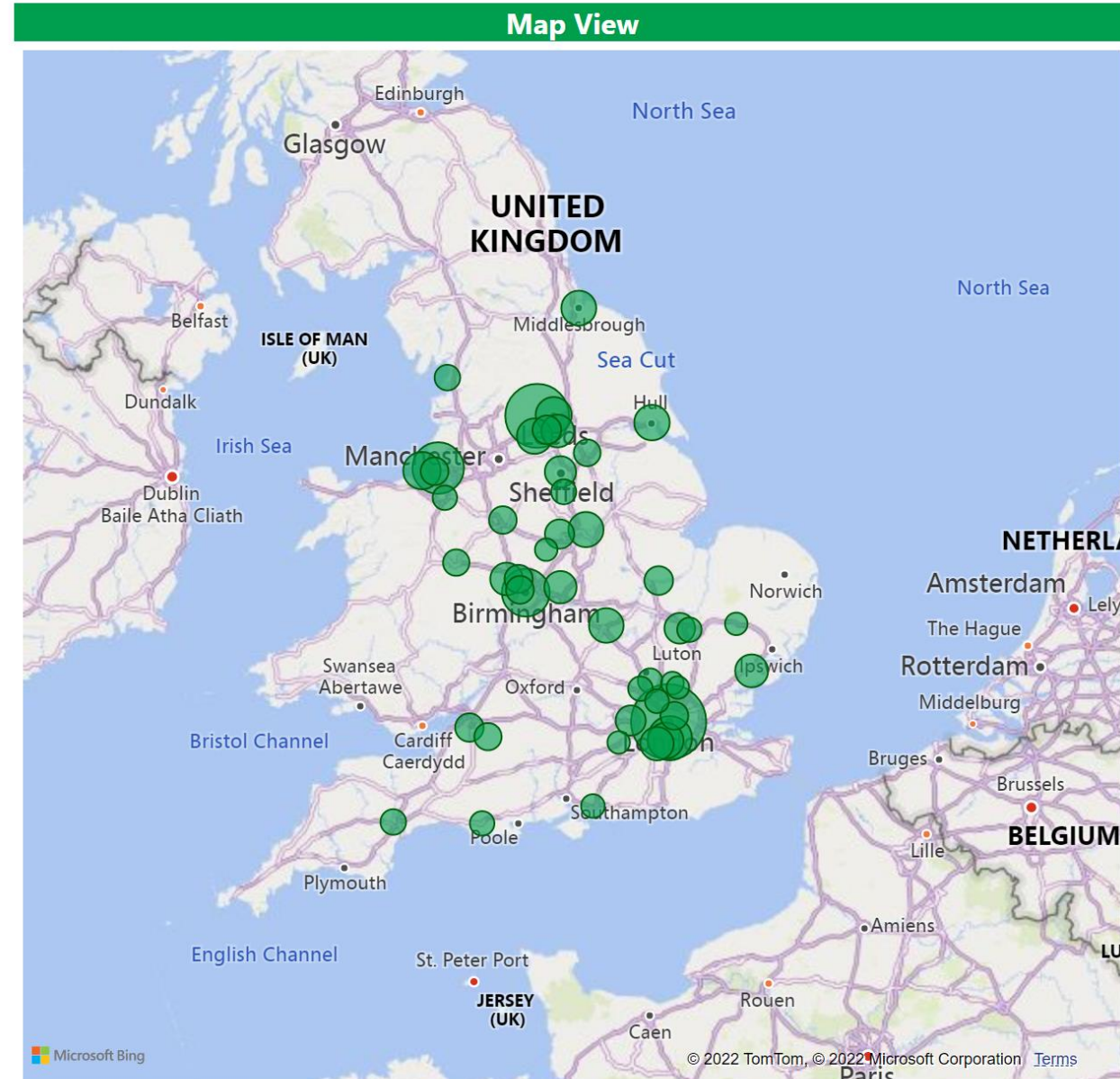


NB. Percentages only consider cadets with at least two indicators. Those that have 0 or 1 indicators are excluded from this visual.

Cadets by City

Virtual cadets are excluded from this page

Cadets by City						
Location	Cadets	%	Foundation Cadets	%	Advanced Cadets	%
Greater London	372	21.4%	198	19.7%	174	23.9%
West Yorkshire	309	17.8%	179	17.8%	130	17.8%
Merseyside	181	10.4%	123	12.2%	58	8.0%
West Midlands	173	10.0%	83	8.2%	90	12.3%
South Yorkshire	50	2.9%	33	3.3%	17	2.3%
Hull	48	2.8%	27	2.7%	21	2.9%
Nottinghamshire	47	2.7%	22	2.2%	25	3.4%
Middlesbrough	46	2.6%	18	1.8%	28	3.8%
Northamptonshire	45	2.6%	45	4.5%		
Surrey	43	2.5%	23	2.3%	20	2.7%
Bristol	42	2.4%	25	2.5%	17	2.3%
Greater Manchester	40	2.3%	22	2.2%	18	2.5%
Essex	39	2.2%	21	2.1%	18	2.5%
Derbyshire	37	2.1%	25	2.5%	12	1.6%
Warwickshire	37	2.1%	23	2.3%	14	1.9%
Cambridgeshire	33	1.9%	33	3.3%		
Durham	31	1.8%	19	1.9%	12	1.6%
Hertfordshire	30	1.7%	30	3.0%		
Slough	29	1.7%			29	4.0%
Staffordshire	22	1.3%			22	3.0%
Shropshire	16	0.9%	7	0.7%	9	1.2%
Gloucestershire	14	0.8%	8	0.8%	6	0.8%
Devon	13	0.7%	13	1.3%		
Lancashire	13	0.7%	13	1.3%		
Cheshire	9	0.5%			9	1.2%
Dorset	9	0.5%	9	0.9%		
Portsmouth	6	0.3%	6	0.6%		
Total	1736	100.0%	1007	100.0%	729	100.0%



Participant experiences of the NHS Cadet scheme

A young person who joined the NHS Cadets Foundation Pathway because they wanted to get involved in volunteering opportunities says:

“I was very interested in a career in healthcare and paramedic science, so the course appealed to me. I have enjoyed communicating with others and having to work in a team of completely new people has really built up my confidence. The NHS Cadets programme has given me more information about a potential future in healthcare and the confidence to go for it!”

Participant experiences of the NHS Cadet scheme

An NHS Cadet who recently joined the Advanced Pathway and identifies and as coming from a British Ethnic Minority says:

“I joined NHS Cadets because it looked like a great opportunity to explore a career in healthcare and meet new people. I enjoy learning the skills needed to work in a clinical setting and how best to communicate with patients. The programme has made me more understanding and observant to things I may not have noticed before, such as patient privacy and pronouns. It has also shown me that if I work hard, I can achieve whatever I want. Seeing people from a variety of backgrounds within the programme also inspires me”.

And lets hear from the NHS Cadets at Croydon [here](#)

Ask from you

1. Know that this is not a funded programme as it is resourced by SJA staff time in the locality;
2. Think about what the benefits would be to your young people, communities and your organisation e.g. improved health awareness, future workforce;
3. Encourage your Trust to sign up;
4. Discuss concerns and ideas about being ready to work with volunteers with additional needs;
5. Share stories of working with NHS Cadets (and other young volunteers) e.g. volunteers pursuing education or careers in health, inclusive volunteering (incl. additional needs), partnership approaches with VCSE partners

Further information and contacts

- For further information see the NHS Cadets website @ [NHS Cadets Homepage | St John Ambulance](https://www.nhs.uk/cadets)
[sja.org.uk](https://www.sja.org.uk)
- To register interest in NHS Cadets please make contact as early as possible and email
NHSCadets@sja.org.uk

SJA Regional lead contacts

- London – @ Jane.Fonteyn@sja.org.uk
- South and South East Coast @ Claire.Ferguson@sja.org.uk
- South West @ George.Soars@sja.org.uk
- Midlands @ Carolyn.Bowers@sja.org.uk
- North West @ Heidi.Hoffman@sja.org.uk
- North East @ Sofie.Armitage@sja.org.uk

Final Questions/Comments/ Points of Discussion

