

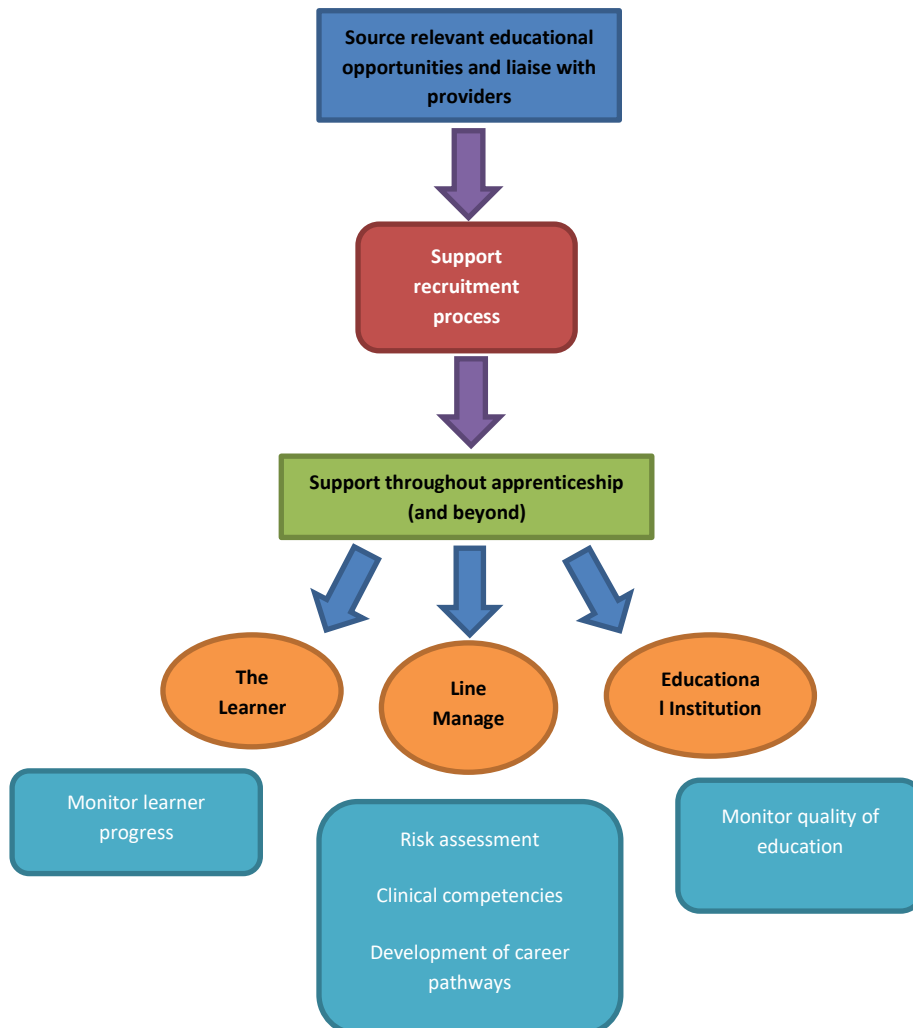
## Grow your own – Leicestershire Partnership NHS Trust Case study

Leicestershire Partnership NHS Trust serves a population of one million people with over 5,500 staff in a wide variety of roles across Leicester, Leicestershire and Rutland. Leicestershire Partnership NHS Trust provides care and support to the community through three divisions Adult Mental Health and Adult Learning Disability Services; Families, Young People and Children’s Services and Community Health Services.

### Apprenticeships within the Children’s Occupational Therapy and Physiotherapy service

Kirsty Gosling is the Team Leader for the Children’s Occupational Therapy and Physiotherapy team and is responsible in overseeing and recruiting their therapy support worker workforce. This includes the Therapy Support Worker Apprentices that they have had the pleasure of recruiting for the past six years. The Children’s Therapy Service has had fantastic success with regards to their apprenticeship program, with one of their members of staff going on to qualify as a Physiotherapist and another obtaining a band four leadership position within the support worker team.

Within the service there is a very strong link with the learning and development team who support the clinicians who have apprentices with reviewing their progress and liaising with their education provider. Below is an example of the sources of support throughout the apprenticeship.



Kirsty's team are currently working on integrating the Level 6 apprenticeship for Occupational Therapy and Physiotherapy into the career pathway for their support worker staff. This means that an employee will be able to start their career with a minimum of level one in Maths and English as an apprentice therapy support worker and work up to a qualified professional with a degree qualification. The "Grow Our Own" approach has enabled the service to ensure staff have the Trust values embedded in their work as well as a strong foundation of knowledge to continue to meet the needs of the children, young people and families who access the service.

### **Apprentice experience**

*"I have learnt so much about me. I know I can, with the right support in place achieve anything and that I can always ask for help. I have a qualification that I have worked hard for and now have the clinical skills to understand anatomy and physiology and how these impacts on the conditions my patients have. The one thing I am proud of is that I discovered I can read and understand research papers better and used them to help me carry out my own research and write a paper. I use this all the time now when looking into conditions and treatments to help me see what other professionals have done and why they feel a certain treatment works better.*

*My future for now is settled. My manager developed a role that allows me to use my clinical knowledge for providing patient care and support to the Therapists, this role has meant I feel my work and effort in gaining a Foundation Degree has been recognised. I am extremely content in my new role as it means I have to learn new aspects of the job and I like the challenge."*

**- Karen Ellames (Assistant Practitioner Children's Therapy).**

*"Within the first year of my employment I was supported in completing my Level 2 Apprenticeship in Clinical Healthcare. I was supervised and supported into becoming independent within my job role including: setting up and adjustment of different equipment, carrying out treatment sessions and leading group sessions. I was able to shadow other professionals and spent equal time between both Physiotherapy and Occupational Therapy. From this I was then successful in obtaining a Band 2 Therapy Support Worker Role on a permanent basis.*

*Work continued to encourage and support my career progression and assisted in identifying alternative university routes to becoming a qualified physiotherapist. Through exploration with both my manager and the learning and development team it was identified that support to complete an advanced apprenticeship would assist me in reaching the standards required to apply for University.*

*Over the next year (Year 2 of employment) I successfully passed my Level 3 Advanced Apprenticeship. My supervisor introduced the Practice Based Learning (BSc) Physiotherapy (Hons) Degree, encouraging me to apply. The team assisted and motivated me to gain my qualification to become a qualified physiotherapist. In January 2015 I attended Sheffield Hallam University and by March 2017 was successful in becoming a full HCPC and CSP registered Physiotherapist with a 2:1 in BSc Hons (practice based) Physiotherapy.*

*I have since been successful in obtaining a job as a Band 5 Physiotherapist within the Children's Therapy Department within Leicestershire Partnership NHS Trust (where I was previously employed as a support worker). I have continued to be supported with my career progression including accessing external and internal training courses and regular 1:1 and peer group supervision.*

*The apprenticeship scheme enabled me to reach the goal that I had been striving to achieve from a young age. When initially starting my apprenticeship the idea that I would be attending University in a couple of years was completely unrealistic to me. Work provided me with the information, confidence and self-belief to achieve this and without the scheme I would not be in the position that I am today.*

*It provides you with both the career progression and work ethic that you do not get through any other route. I am hoping to continue to access different training courses and push myself into different areas of Paediatrics to improve my knowledge in order to further progress to a Band 6 in the future."*

**- Katrina Williams (Children's Physiotherapist).**

*"Once I have finished my level 3 NVQ award, I would like to secure a therapy support worker band 3 job role if there was one available.*

*After this, I would like to attend the apprenticeship which is being ran for Physiotherapy. This is due to me always being interested in Physiotherapy therefore training and learning all the knowledge is something I would be interested in."*

**- Megan Hamill (Apprentice Children's Therapy Support Worker).**

### **Examples of research and guidance regarding apprenticeships**

[Health Education England \(2017\). \*Quality Principles for NHS Apprenticeships\*.](#)

[Mirza-Davies, J. \(2015\) Apprenticeship Policy, England 2010-2015.](#)

<https://researchbriefings.parliament.uk/ResearchBriefing/Summary/CBP-7278#fullreport>

<https://cdn.ps.emap.com/wp-content/uploads/sites/3/2011/04/120411Apprenticeships-enhance-patient-safety-and-care-1.pdf>

[Apprenticeship Standard for Healthcare Support Worker \(HCSW\).](#)

<https://haso.skillsforhealth.org.uk/standards/#standard-395>

[Apprenticeship Standard for Senior Healthcare Support Worker \(SHCSW\)](#)

<https://haso.skillsforhealth.org.uk/standards/#standard-446>