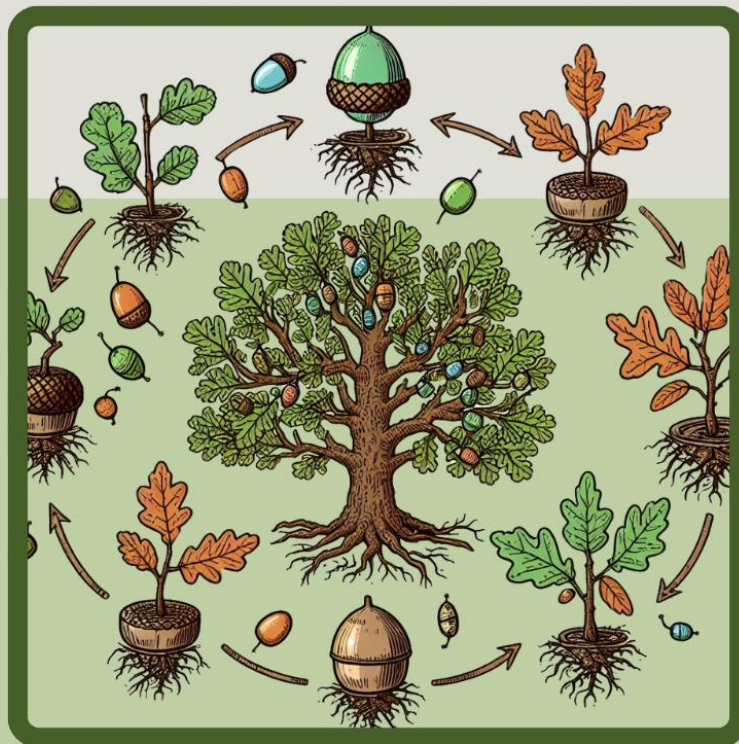


GROWING THE PUBLIC HEALTH WORKFORCE

Autumn 2023



*School of Public Health -
Yorkshire & Humber*

Contents:

Foreword: Growing our Own ...Val Barker – Head of School of Public Health

Amanda Cartwright Public Health Programme Support Officer and Lucy Lamb Programme Support Administrator

Simon LeRoy – Public Health Programme Manager North East & Yorkshire

Preparing the Ground: The Public Health Foundation Programme - Helen Goddard; Lisa Pepper and Sarah Flynn

Building Strong Roots – Wider Workforce and Practitioner Programme – Joanne Deighton, Anna Cowan and Chantelle Pierre

Germination – from Practitioner to Specialty Training – Christus Fernyhough SpR– ST2

Seedlings – Bebhinn Brown SpR – ST2

Healthy Growth – Kristen Rivelin – ST3 & Stef Gissing ST4

Blooming Wonderful – Ben Holden ST5

Final Produce – Jack Lewis – Consultant in Public Health NHS Humber & North Yorkshire ICB

Growing for Diversity – Victor Joseph – Consultant in Public Health & TPD and Modupe Hector-Goma – Future Leaders Fellow.

Top Dressing: The TPDs: Fredi Garbe; Susan Hird and Victor Joseph.

Growing the Public Health Workforce – Autumn 2023

Foreword – Val Barker – Head of School of Public Health

The COVID-19 Pandemic put public health at the centre of attention around the world. Here in the UK, not a night went by when we didn't see a Director of Public Health on the national news and on regional TV programmes.

The public health workforce rallied together, translating complicated national guidance for local communities and disseminating data across health and social care. Behind the scenes people were working tirelessly, securing PPE for struggling nursing homes; finding accommodation for rough sleepers and making sure that the most deprived and needy had access to vaccinations and care.

Post-COVID-19 we have struggled to maintain the high profile we achieved, but our work is still vital and the impact of the pandemic, linked to the cost-of-living crisis and international events means that public health has an even more important role to play in tackling inequalities and improving the health of the population.

As I write, there are more jobs than people with the public health skills to fill them, at all levels and right across the system. Specialty training attracts enormous numbers of applicants for a small number of national places. Locally our recent recruitment information day attracted 200 registrations for the on-line event for the 6 places that I will be offering for 2024.

Worryingly, people with a whole range of public health qualifications, including the MPH, are struggling to secure jobs, because most job descriptions ask for a level of experience in a public health role.

The new NHS Workforce plan has acknowledged the need for a growth in public health capacity and highlights:

- 13% increase in specialty training posts;
- The embedding of public health core skills and knowledge across the wider NHS workforce; equipping the NHS workforce with the right skills and knowledge to shift care towards prevention and early intervention; and
- Expansion of the drug and alcohol workforce in line with the 10-year Drug Strategy.

So, in Yorkshire, we are 'growing our own'. The various training and education programmes we offer aim to fill in some of the gaps and we have plans for, although presently not the capacity to fill, even more. Dr Richard James an ST5 registrar has developed an infographic (appendix A) that describes what we can offer locally, this report aims to put some meat on the bones with stories about the impact of our work and how training and education is so essential in our attempts to improve health and tackle inequalities.

None of the programmes we offer would function without our amazing Programme Support Teams working with us in NHSE, in Leeds University and Barnsley Council. So, in 'growing our own' we have included them and their thoughts in this report.

Amanda Cartwright Public Health Programme Support Officer and Lucy Lamb Programme Support Administrator

I was given the opportunity to work with Val and the School of Public Health back in January 2017, and Lucy joined the team in December 2020. I have worked with many specialties during my 10+ years at Health Education England and have found that Public Health is very different to any other specialty, in a good way! Whilst it can be problematic at times, trying to shoehorn the Public Health registrars into a system that has been developed for medics based at NHS Trusts, we always find a successful work around.

Lucy is heavily involved with the day to day running of the Training Programme for our 40+ registrars and looking after the invaluable Educational Supervisors. As a team we organise and run numerous events throughout the year which are either registrar-centric to allow the registrars to meet their curriculum requirements or they are opened up to the wider Public Health network. Our other major task for the year is to ensure that all registrars have an annual assessment.

During our time looking after the Public Health training programme, we have learnt a lot about what public health is and why it is important, especially during the recent pandemic when all those involved with public health worked so tirelessly. Their drive, passion, and enthusiasm for the maxim that 'prevention is better than cure' is inspirational. It is a privilege to watch registrars enter the training programme at ST1 level, flourish and thrive under the guidance of the Public Health faculty and Educational Supervisors, undertake so much vital, impactful work within the region and go on to become Public Health consultants at the end of their training period. Many remain in touch with the School and offer their time as Educational supervisors.

Simon LeRoy – Public Health Programme Manager North East & Yorkshire

I joined the team on the 1st of April 2023 on secondment and have never looked back! The work of PH Programmes Manager is very varied, and there is never a dull day, whether that is tackling a finance query, working with and supporting one of our population health fellows, or seeking accreditation for one of our programmes. The job has really allowed me to get back to doing what I love which is supporting and helping others develop and learn in a supportive environment. Although I have worked in public health for approximately 12 years, I am also learning new things all the time, and really relish the opportunity to get stuck into new challenges and make new contacts all the way.

The other great thing to mention is the really supportive environment of the school and being allowed to make decisions without having to keep checking, without worrying of getting things wrong, and knowing you can get the full support and backing of your managers and colleagues if things don't go to plan. I also really welcome the opportunity to bring new ideas to the table even if they don't come to fruition. As to the future, I will be looking forward to new challenges as they arise, and if I do go back to my substantive role at any time, I will be able to take back a load of invaluable knowledge, skills and experiences.

Preparing the Ground – The Public Health Foundation Programme

Helen Goddard, Lisa Pepper and Sarah Flynn

The Public Health Foundation Programme was designed to upskill our wider workforce and support professionals to see their day-to-day work through a public health lens. The programme teaches the fundamentals of public health and demonstrates how the wider workforce can enhance the health of the public.

The Public Health Foundation Programme commenced in October 2022 and has proved to be a great success. The programme is open to anyone across the North East & Yorkshire who is interested in public health and wanting to gain experience or those in the public and third sector, including health and social care and the third and criminal justice sectors.

The programme operates at two Levels. Level 1 includes: An introduction to public health
Health protection

- Prevention and a life-course approach to public health; and
- Tackling inequalities and the wider determinants of health.

Level 2 includes:

- An introduction to epidemiology and statistics;
- Systems leadership in complex organisations;
- Designing and delivering public health interventions; and
- Behavioural science toolkit.

The programme has attracted significant attention and there is a waiting list for places on both Levels 1 and 2.

The sessions are delivered on-line, are interactive and capitalise on the benefits of learning from each other across sectors. Feedback has been overwhelmingly positive, and participants have reported feeling inspired to apply public health principles to their work.

Initially, the programme was funded for one year and uncertainty about future funding meant that I had to reluctantly leave to take up another public health post, leaving Lisa to hold the fort until further funding was secured and a new educator recruited. Happily, Sarah Flynn will be seconded into the post from November 2023 and sessions will resume shortly thereafter.

From the outset, all the available sessions were fully booked demonstrating a huge appetite for public health awareness training across the board. Word of mouth recommendations from those who have attended means that we have a waiting list ready to resume training in the near future. The NHS Workforce plan has stressed the importance for the embedding of public health skills in the NHS and the Public Health Foundation Programme is the ideal tool to deliver that ambition.

Engagement with the wider workforce has been incredible supporting our assertion from the outset that 'public health is everyone's business'.

Sarah Flynn joined the team in November 2023 and says:

‘I’m proud to be undertaking the role of Learning and Development Manager for the Foundation Programme in Public Health. I’m hugely passionate about equality and one of my key drivers is to help people realise their potential, to thrive in their lives and work. The Foundation Programme really brings my passions together in being instrumental in cascading and disseminating public health knowledge across the wider workforce and to drive home that public health really is everyone’s business!

In my previous role as a Project and Commissioning Manager with Wakefield Council and when newly appointed I attended an induction to Public Health. Listening to the Deputy Director speak about health inequalities and the work being done to address the problem reduced me to tears. The saying ‘there but for the Grace of God’ came to my mind and I knew that, in Public Health, I had found my place.

I am so excited to drive the programme forward and work with colleagues across Yorkshire & the North East to help build the public health workforce’.

Building Strong Roots; the Practitioner & Wider Workforce Development Programme –

Joanne Deighton, Anna Cowan and Chantelle Pierre

Introduction: The Public Health Practitioner and Wider Workforce Development Programme in Yorkshire began in 2019. We were late starters and many other regions had already developed programmes, but having secured funds we developed a programme that included workshops and masterclasses for anyone with an interest in public health from the health and social care sector alongside dedicated support for those wishing to register with the UK Public Health Register.

The 15 workshops and masterclasses are all held online and are seriously oversubscribed with long waiting lists. We support 15 UKPHR aspirants each year with a tailored programme designed to assist in portfolio preparation for submission to UKPHR.

Reflections from the Team – Joanne Deighton; Programme Co-ordinator

My journey in public health began 3 years ago when I joined the Programme as Programme Administrator, just as COVID-19 hit! Public health was thrown into the limelight and has stayed at the forefront of people’s minds. Since then and due to staff changes I have been able to develop my public health knowledge and now, as Programme Co-ordinator my team and I provide a scheme to people from many sectors united by their passion to improve and protect the health and wellbeing of the population.

As a team, we try to support our learners both professionally and personally and I have been able to expand the programme to include support and mentorship for UKPHR aspirants, as well as bring new and important sessions to our curriculum. We now offer 15 Workshops and Masterclasses including such topics as Tackling Inequalities and Reflective writing.

I feel very much a part of the Public Health Team in Yorkshire and working with people with passion and drive has given me a sense of community and sure that we all have an important role to play in making a difference to our communities and society at large.

Anna Cowan – Senior Programme Administrator

I came to public health via an arts and design degree then jobs in hospitality and customer service, before landing at the University of Leeds to work in postgraduate support in the School of Medicine. This rounded my skills ready to step up an administrative post with the School of Public Health Practitioner & Workforce Development Programme.

Being part of the Programme means working alongside people from all levels and many sectors. I am impressed by the passions that they have for their work and their empathy for the most needy and deprived. They work to understand the diverse issues that affect day-to-day life, health and wellbeing of communities.

This resonates with me, coming from a hospitality and customer service background. The understanding and empathy enable us to serve. I have realised that work in public health is to serve, and I know that I can play a part in this by helping to support practitioners in their development. The passion and care that I have experienced is contagious!

Chantelle Pierre – Programme Administrator

Arriving in Public Health has been a happy accident! I applied for the job thinking that I would be working at the University of Leeds working with their systems and processes. It turns out that I am working alongside public health colleagues across the system in the Yorkshire Region to help deliver the Public Health Workforce Programme.

I was born with a long-term condition (Sickle Cell) and more than most people, have had experiences in and out of the health sector throughout my life. Most have been positive, but unfortunately, not all and this has made me realise the importance of holistic care and the vital role that public health has to play in that. Now that I am involved, I see firsthand the passion that our Practitioners have for their roles and for public health in general. It gives me hope that, together, we can improve things for the future and our communities.

Germination! From UKPHR Practitioner Programme to FPH Specialty Training Programme - Christus Fernyhough -ST2

Like many across the public health workforce, I found myself working in public health without a qualification, professional accreditation or previous employment position with the words 'public health' in the title. This was one of my main motivations in wanting to complete the UKPHR Practitioner Programme whilst working in the Public Health team in Barnsley Council. I wanted something to demonstrate my competence in public health practice and something that I could use as a foothold for further career opportunities in public health.

I started the Practitioner Programme as part of the first Yorkshire & the Humber cohort in 2019/20. Besides being of clear benefit to my personal development, it also created opportunities to meet and network with other public health professionals across the region.

Completed the Practitioner Programme nudged me into some significant self-reflection and recognition of the work that I had done in public health. This highlighted my strengths, but also areas where my competency needed refinement. Identifying these gaps was an essential step towards personal growth and the programme facilitated this reflection in a way that pushed me to be a more critical thinker and public health practitioner.

Successfully completing the programme presented a range of further opportunities. I became a mentor to others completing the programme the following year. This led to me gaining line-management responsibilities in the public health team. I was nominated for the Alison Thorp Award – Translating Evidence to Practice by the Practitioner Programme Team and won the Award at the UKPHR Innovation Awards 2022 for a piece of work presented in one of my Portfolio Commentaries.

In November 2022 and having progressed in my role in Barnsley Council, I decided to apply for Public Health Specialty Training and was successful in securing a place in the North West. My decision to apply was fuelled by a new-found confidence; encouragement from the 'Verifier' who had reviewed my Practitioner portfolio submissions and the Director of Public Health at Barnsley.

I had never previously considered applying, nor did I know how Consultants in Public Health became Consultants. I had wondered what Public Health Registrars were, where they came from and why they never stayed longer than a year. I now know and understand.

I have just finished my first year of Specialty Training. This included completing the MPH at Liverpool University and gaining further local authority experience on placement with Blackburn & Darwen Borough Council.

I have now, after a successful Inter-Deanery Transfer application, moved back to Yorkshire and have started a full-time placement at Wakefield Council. This has brought yet further development and networking opportunities.

My main priorities over the next twelve months are to pass the DFPH (The of Faculty of Public Health Diplomate) exam in March 2024 and to sign off multiple learning outcomes through the opportunities available in Wakefield. I am also booked to complete the UKPHR Assessor training so that I can give back to the programme that supported me and so help others in public health to achieve goals.

In five years, I have gone from having no direct public health experience or qualifications to training to be a Consultant in Public Health with high ambitions. This is largely attributable to the nurturing and encouraging environments provided by public health leaders and the development opportunities that exist for those working in public health across the Yorkshire & the Humber Region.

Seedlings - Bebhinn Browne – ST2

I joined the Yorkshire & Humber School of Public Health as a specialty registrar in 2023. I qualified as a physiotherapist in 2014 and have worked in a range of clinical areas, including intensive care, amputee rehabilitation, surgery and accident and emergency. In these roles I

became frustrated by the reactive nature of the work and I wanted to know more about the challenges that people faced managing their health, how they became unwell and how their personal circumstances contributed to this.

This led me to public health, and I decided to take a part-time Masters in Public Health (MPH) whilst I continued to work as a senior physiotherapist in A & E. During the MPH I had the opportunity to work as a health improvement specialist in a local authority, a huge opportunity and change for me. I met and worked with public health specialists, registrars and consultants and was able to learn more about their roles, the public health workforce, and the impact that their work has on peoples' lives.

I knew then that this was where I wanted to be and so I took a post as a senior programme manager in an ICB. This allowed me to understand more about systems working and how public health influences strategy at a local, regional and national level. There I found a Public Health Consultant who offered me mentorship and I was encouraged to apply for specialty training.

I was successful in my application and having already done an MPH entered the programme at ST2. I am enjoying using both my clinical and programme management experience in my current placement, although I miss clinical work and have maintained my registration through voluntary work at a local hospice. I know I am in the right place and that the experience I bring with me adds an important perspective to the public health work I am now doing.

Healthy Growth ... Kirsten Rivelin – ST3

My journey to public health: After finishing school I completed an undergraduate degree in Mathematics with Economics then spent a couple of years working with data. I loved the analysis, but wasn't ready to finish studying and wanted to feel more connected to the work I was doing. I went on to study medicine and worked for a few years as a doctor in the NHS, completed my Foundation training and then doing locum work in A&E. I enjoyed clinical work but was frustrated by my relative inability to address 'upstream' problems and was keen to engage in population based interventions, prevention and crucially to reducing health inequalities.

The public health training programme seemed to be exactly what I was looking for; a place to combine my love of evidence-based practice around health and public wellbeing and having started in 2020, I am now an ST3 registrar. The transition from A & E to public health happened in the middle of the COVID 19 pandemic and it was fascinating to see the wider healthcare workforce in action from two different angles.

My experience of public health training in Yorkshire: In the first year I completed the MPH at the University of Sheffield alongside working with Barnsley Metropolitan Borough Council. My Masters dissertation was focused on the commercial determinants of health – more specifically the influence that the alcohol industry has on academic publications. The modules gave me an academic grounding for what I was to learn in my subsequent placements and balancing work between the council and university took some effort. My

Barnsley projects included: commissioning toothbrushing clubs; a needs assessment for cardiovascular disease and resuming NHS Health Checks post pandemic.

I felt tremendously supported by my supervisor and, for the first time, that I was a 'real trainee' rather than simply service provision. That isn't to say that I wasn't involved in important work (and often battling through brand new territory), but I felt that my learning was championed by those around me. This makes an enormous difference to me – that investment in me at that stage will surely make me a better consultant in the future.

My second year saw me return from maternity leave, working part-time for Barnsley Council, alongside my studies for the Faculty of Public Health Diplomate (DFPH) examination. After passing the exam, I moved to my health protection placement with the UK Health Security Agency (UKHSA), where I enjoyed the familiar comfort of responsive work and where there are learning opportunities everywhere, in the Acute Response Centre (ARC), contributing to Incident Management Team meetings or working on longer term projects, such as developing an updated Standard Operating Procedure for measles. This breadth of work typifies public health for me.

I continue to be amazed by just how many nooks and crannies public health can reach and I am grateful to the support offered to me by the Yorkshire & Humber Faculty. There is humanity in this programme which is crucial for me to feel confident to be myself, try new things and speak up if I feel out of my depth. My love of analysis has stayed with me and I am looking forward to exploring epidemiology and data further over the next few years.

Stef Gissing ST4

As a medical student I was always interested in the wider determinants of health but wasn't sure how to learn more or become more involved. I joined a student society focusing on global health issues and my peers there encouraged me to do a Masters in Public Health. Within the first few days of this course at the University of Sheffield, I knew I was in the right place, learning what mattered to me and what I thought mattered to the nation's health. I continued with my medical degree and foundation years with this extra interest in public health in mind and guiding my practice. I did an FY2 rotation in Health Protection and Diploma in Tropical Medicine, both of which cemented my mind that public health was for me.

When I initially applied for the training scheme, I didn't get on the first time which was a huge disappointment. However, it led to a wonderful and enriching year working at a Cancer Alliance to reduce inequalities in screening uptake and improving cancer prevention. Putting my emerging public health knowledge into practice was immensely satisfying and I knew that public health training was my route to developing the skills I needed to become a leader in public health.

After applying again and getting into the training scheme at my preferred Deanery, I commenced a placement at Barnsley Council. I picked up a variety of work spanning from a Health Needs Assessment to a service evaluation to policy writing. I then progressed through my exams (with a huge thanks to my peers and the Yorkshire and Humber School for their

revision support) and a health protection placement. The highlight of my training has been, for me, an Out of Programme Experience (OOPE) in Global Health at the WHO European Office.

I'm passionate about Non-Communicable Diseases (NCDs) and being able to work in this area at a global level was inspiring and a huge level-up for me in terms of the ART of public health. Seeing how other organisations, countries and colleagues used the SCIENCE of public health (for better or worse) was interesting and I learnt a great deal about the different ways to practice global public health with a variety of stakeholders.

I have returned to a UK-based placement in Office for Health Improvement and Disparity (OHID) a better public health, a better public health professional, having brought my new skills with me. The experience has also fed into my work with the national Specialty Registrars Committee (SRC) to improve the visibility and equitable access to global health for registrars.

Throughout my training, I have always felt valued and supported by the Yorkshire and Humber School and I look forward to what else my training programme has in store for me.

Blooming Wonderful ... Ben Holden ST5

Choosing to pursue a Public Health Specialty Training Programme in Yorkshire & the Humber is the best career decision I have made to-date. Prior to training I worked for four years as a doctor (foundation training followed by a two-year paediatric fellowship) and witnessed at first hand the inequalities experienced by families seeking urgent health care and meet children missing out on opportunities to be healthy and fulfil their potential because of the circumstances they were born into.

I was drawn to public health after realising that only a fraction of our health is determined by healthcare provision. Health and wellbeing is influenced by social, environmental, commercial and economic factors. Over the last four years I have been lucky enough to work with fantastic Yorkshire & the Humber colleagues promoting action in all these areas.

I am grateful for the opportunity to have worked in a range of settings during my public health training. This includes, local authority, civil services, healthcare providers (both within and without the NHS), integrated care systems universities and the UKHSA. Each placement environment has been as supportive as the last and I learnt something new every day.

My personal highlight of public health training include:

- Leading aspects of the initial response to COVID-19 in Yorkshire & the Humber. This included the public health management of the first cases of COVID-19 identified in the UK;
- Collaboration with organisations to improve the health of whole populations in local areas. For example, bringing together an acute NHS trust community and mental health trust and local authority to improve the health of people living in the most deprived areas of Barnsley; and

- Being able to make the most of working at a local, regional and national level. For example, Yorkshire & Humber colleagues encouraged me to apply for the national role supporting the current Chief Medical Officer (CMO) for England. Following a competitive national recruitment process, I was successfully appointed to support the CMO last Autumn.

I am grateful to the educational supervisors, training leads and my fellow registrars for the opportunities provided by the scheme. I therefore see it as my responsibility to 'pay forward' by contributing to the running and improvement of training for the current and future public health workforce. Whether it be by increasing capacity within teams, by upskilling public health colleagues involved in the pandemic response, or by delivering new content to new registrars preparing for the DFPH examination.

I maintain that sharing expertise and providing opportunities for learning and development are core public health principles. This view is shared by many and in my view is the reason why Yorkshire & Humber continues to be an excellent place to train in public health.

Final Produce ... home grown - all the way from the US!

Jack Lewis is a consultant in public health working for NHS Humber and North Yorkshire Integrated Care Board.

I have become pretty good at starting in new organisations. It's a core, unwritten competency for all of us who have gone through specialty public health consultant training. New badge, new e-mail, 'where's the kettle'? 'Nice to meet you, I'm new'!

I worked in six organisations in four years as a registrar. A small number by most standards. I ran workshops in Somaliland; re-arranged prisoners in cell blocks in the early days of the pandemic; studied Coroners Reports on suicide; lectured at universities and worked with an amazing leadership to oversee a large chunk of the UK's COVID vaccination programme. I've attempted a list of 15 top tips for public health registrars.

No amount of training, though, can bypass the inevitable messiness of starting a new role like pouring a 1,000 piece jigsaw out of a box that's missing the picture on the front. How do I fit in? How are decisions made? What are the power dynamics and how do I safely inject my public health expertise?

The best gift that Yorkshire & Humber gave me was to embrace the feelings of loneliness imposter syndrome and confusion that came with all these questions, flip the pieces over and find the straight edges.

I am now one year in as a Public Health Consultant, working for an Integrated Care Board (ICB). I left training with a solid set of mentors and an incredible peer group. We have regular action learning sets, 1-1 peer coaching and what we call 'Fear of Missing Out' sessions where we rotate presenting on a technical area one of us knows something about. I haven't been lonely as a new consultant.

In my second week in the job there was a national Scarlet Fever scare with a huge surge into GPs and hospitals. Not my day job, but I was called into a room to give advice (Key area 6 of

the curriculum, if you are keeping track)! I could name 20 people who would have made far better advisors than me, but they were being public health experts in other rooms (and I've got their phone number)...I wasn't an imposter in that room.

ICBs are complex organisations and I started at the very beginning of their formation when nearly everyone was confused. After allowing space to absorb the landscape, training taught me the value of writing down a vision as an anchoring point for decision making, especially in times of change. I now have a team in place delivering on the six workstreams I put on a slide in month two and have agreed significant NHS investment in public health and equalities for the next five years.

I can't imagine an alternative career path that would have led to me being as comfortable in the job that I'm doing today. That said, public health training hasn't transformed me into a puzzle solving pro where loneliness emerges into inclusion, imposter syndrome into confidence and confusion into clarity of purpose. Instead, it has given me the resilience to tackle complex pictures piece by piece and the passion to pursue even bigger challenges in the name of public health.

Growing for Diversity – Dr Victor Joseph, Training Programme Director, School of Public Health & Modupe Hector-Goma, Future Leaders Fellow- Growing a Diverse Workforce, Yorkshire and The Humber School of Public Health

Addressing health inequalities in our population starts from tackling the issue of lack of diversity in our public health workforce. Here at the Yorkshire and the Humber School of Public Health, we are committed to equality, diversity and inclusion. We want to help more people with varied experiences, backgrounds and ideas thrive as future leaders and do our part to tackle the systemic injustices that make it harder for brilliant people to contribute as leaders.

We recognised that we needed to do more in ensuring the diversity and inclusion of our public health workforce. Admissions into public health specialty training programme for 2018-2020 highlighted that the lack of diversity registrars from different ethnic backgrounds. We engaged with stakeholders nationwide and examined the problem focusing on recruitment to ensure a more diverse pool of candidates for Public Health Registrars and Public Health Practitioners. We thank the Faculty of Public Health for picking this challenge up so that the national recruitment process into public health specialty is fair to all from different backgrounds.

Since August 2021, our commitment to nurturing future Public Health leaders and fostering diversity has been exemplified by Galine Fattal, our Year 1 Future Leaders Programme (FLP) Fellow. Amarjot Gill undertook the role as the Year 2 FLP Fellow from August 2022.

We have made good progress, with the successful completion of our first Cohort of Reciprocal Mentoring Programme where we paired public health leaders (DsPH, Consultants and Registrars, etc.) with people from diverse backgrounds. We have now commenced the second Cohort of Reciprocal Mentoring Programme with over 30 participants on board from across the region.

What more needs to be done?

The role of Equality, Diversity and Inclusion (EDI) in the School's core business, training, recruitment, and CPD is crucial. To further strengthen this commitment, the following actions have been identified participants:

- Enhancing career structures for non-training scheme individuals in public health. "The Yorkshire and Humber School of Public Health: Building a Public Health Workforce" map, developed by Dr Richard James Public Health Specialist Registrar provides valuable insights and testimonials to support aspirations (See Appendix A).
- Increasing promotion of Public Health careers beyond immediate networks. This includes engaging with schools, graduate organisations and reaching out to black and ethnic minority (BME) clinicians (Reciprocal mentoring platform).
- Providing support for applicants and mentoring opportunities. Exploring the integration of workplace experience to complement the MPH degree.
- Taking the lessons learned and becoming champions for EDI within our own organisations. Sharing lived experiences through storytelling to foster conscious decision-making and mitigate biases.
- Embracing our role as future Public Health leaders and promoting a positive culture.
- Encouraging the expression of individual cultures and being outwardly curious to understand the needs of others.
- Creating a comfortable and safe environment for meaningful conversations through targeted training.
- Empowering the Public Health workforce to challenge perceptions and address exclusionary practices in their respective areas of work. Cultivating psychological safety and embracing a growth mindset to facilitate constructive dialogue.

Together, these actions will contribute to a more inclusive and equitable Public Health workforce in our region.

Top Dressing – final thoughts from the Training Programme Directors:

Dr Victor Joseph, Consultant in PH – Doncaster Council and TPD

I am a Consultant in Public Health with Doncaster Council, Faculty Advisor for Yorkshire & the Humber Region, Co-Chair of the Faculty of Public Health (FPH) – Africa Special Interest Group and Vice Chair of the Global Health Committee for the FPH, an Educational Supervisor for the School of Public Health and for the last two years a Training Programme Director for the School.

My relationship with the School goes back twenty years, first as a trainee, then as an Educational Supervisor and it has been my pleasure to work with the Specialty Registrars (SpRs) and staff of the School and to contribute to the development of the School and the SpRs many of whom have gone on to be future leaders in public health and successful Consultants and Directors of Public Health.

As TPD I am part of the Training Advisory Group (our School Board) and take part in Annual Reviews of Competency Panels (ARCPs) and Key Area 10 Panels (KA10s) where we assess a registrar's readiness to be a Consultant.

I also lead the Equality, Diversity and Inclusion (EDI) agenda for the School and manager the Future Leaders Fellows that we have been lucky enough to work with, Galine Fattal, Jo Gill and most recently, Modupe Hector-Goma. We aim to realise a diverse and inclusive workforce in the region and have run two workshops targeting registrars, Ess and Public Health Practitioners across the Region. We have established and successfully completed one cohort of our Reciprocal Mentoring Programme in the Summer of 2023 and have now commenced the second programme.

One of the strength and beauty of the School is our 'Whole School' approach to training that goes beyond Specialty Training and encompasses the Practitioner and Wider Workforce Programme, Foundation Training, support for those seeking registration with the UKPHR. I am a Verifier for the PH Practitioner Programme and Manager for the PH Apprentice Scheme in Doncaster, and these roles help me understand and contribute to the development of the wider and more diverse PH workforce.

Fredi Garbe – Consultant in Public Health and TPD

I joined the Yorkshire and Humber Training Programme as a Training Programme Director in August 2022, initially on a temporary basis.

While this was a very new role, I was no stranger to the training programme, having started my Public Health Training as a Specialist Registrar here in 2012, after being inspired by the former TPD, Susy Stirling, to make the career change from Paediatrics.

Having had the opportunity to return to Yorkshire and Humber as a TPD 10 years after starting as a Registrar was very special and an absolute privilege, to see some of my fellow Registrars having blossomed into amazing Consultants and educators and seeing the new inspiring groups of Registrars as well as reconnecting with some of the former consultants and trainers.

It also gave me an opportunity to be involved in the "behind the scenes" of running the programme and meeting the amazing Programme team and Leadership Fellows and working with them.

I also had the opportunity of being an assessor and verifier on the UKPHR (Practitioner) scheme, and able to see the talented practitioners working towards registration and being at earlier stages of their exciting journeys in public health.

The training programme genuinely lives its values of being inclusive and supporting everyone to grow into the best version of themselves and value them for who they are and what they bring to the job.

It is this bringing together of different people with different skills with a clear vision and passion of making a difference to the health and lives of those most vulnerable in our society, of those who have experienced tough times, for all of us, to create a fairer, kinder and healthier society is what is at the heart of public health and nowhere is this more evident than in Yorkshire and Humber.

Susan Hird – Consultant in Public Health – Sheffield City Council & TPD

I became a TPD for the Yorkshire and Humber training programme in January 2020. I did my Public Health training in Wessex which had a very similar ethos and culture to the Yorkshire and Humber programme, so I was keen to be part of the Yorkshire and Humber system with its emphasis on kindness and compassion. I've been in the Yorkshire and Humber region since 2013, so I had 7 years of being an Educational Supervisor in the region before becoming a TPD. During that time, I've had the privilege and pleasure of working with many registrars, and I was delighted to be able to continue this in the role of TPD.

As TPD my role is to support Val as Head of School in delivering the best public health training possible. I chair ARCP and KA10 panels, and take part in KA10 panels for neighbouring regions (North East and North West). It's always interesting to attend a panel out with Yorkshire and Humber, to hear how things work in other regions and to share ideas.

I'm a qualified coach and bring this expertise to the training programme whether through formal coaching of PH registrars (via the Deanery's coaching hub) or whether through informal conversations with registrars at any point in training. Often these conversations revolve around making the most out of training including decisions about what to do, which can sometimes be challenging as there is so much choice and opportunity in Yorkshire and Humber!

The Yorkshire and Humber School of Public Health

Building a Public Health Workforce

Empowering the Wider Workforce to Tackle Inequality

Foundation Programme Level 1

Open-entry flexible training to support all parts of the workforce in understanding and addressing health inequalities

Foundation Programme Level 2

Building on "Level 1" to support further learning around inequalities, and support those managing and leading teams

Population Health Fellows

Empowering NHS staff with the skills required to practice the "art and science" of public health

Future Leaders Programme

Empowering healthcare staff to develop their leadership skills and make a difference where it matters

Population Health Intelligence (PHI)

Foundations of Population Health Intelligence

Two three-hour modules aimed at those less familiar with population health intelligence

The Louise Brewins Programme

Training the next generation of PHI analysts

Core Skills for Population Health Intelligence

Training courses aimed at PHI analysts

Resources

[MECC Link](#) – supporting behaviour change by "Making Every Contact Count" ([LEPH Link](#) for Law Enforcement)
eLearning For Health resources – supporting development around topics including [Population Health Management](#), [Public Health Intelligence](#), and Health Inequalities

Developing the Core Public Health Workforce

Public Health Apprenticeships
Integrated degree programmes to train practitioners

Practitioner CPD Masterclasses
Fully funded training for public health practitioners

UKPHR Practitioner Registration
Supports practitioners in becoming registered with UKPHR

Specialist Portfolio Registration
Alternative route to becoming a public health consultant

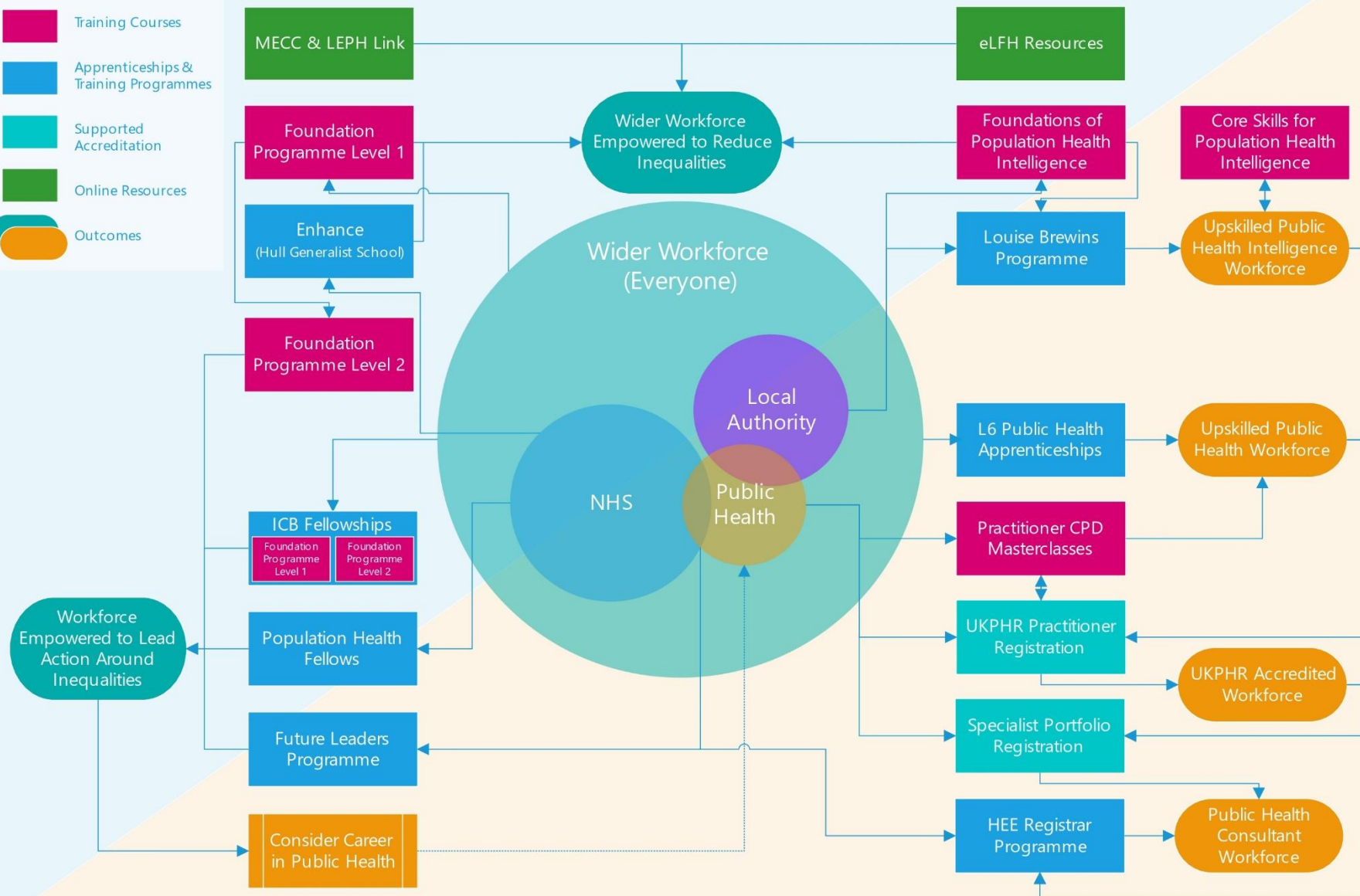
Registrar Programme
Training the next generation of public health consultants

North Yorkshire & The Humber: The [Hull Generalist School](#) empowers healthcare staff with public health skills

South Yorkshire: Health Inequalities Academy Fellowships integrate the Foundation Course with projects and mentoring.

West Yorkshire: [Health Equity Fellowships](#) integrate the Foundation Course with projects & mentoring, as part of the [Health Inequalities Academy](#)

Empowering the Wider Workforce to Tackle Inequality



What does it look like in practice?

Sarah

Foundation
Programme Level 1

*"I work in Public Health within substance use at Local Authority and have completed the **Foundation Programme**."*

"I found it extremely useful to learn about the strategic approach to implementing prevention and the commissioning cycle which is something I refer to daily in my decision making. The discussion around Core20plus5 was also helpful when thinking about how we improve health inequalities in my line of work as getting people into treatment without also supporting other areas of their lives such as housing, mental and physical health conditions is not beneficial and much more work and funding is required in this area."

"This course provided an opportunity to discuss with various other service providers, health care professionals and other specialists the barriers and focuses in their area and ways in which we can work together or in fact are overlapping in what we are trying to achieve."

Jaimee

Future Leaders
Programme

Consider
Career in
Public Health

HEE Registrar
Programme

*"My journey began working as a doctor in psychiatry within the NHS. I was particularly drawn to mental health and a patient group who were often living in some of the most deprived areas and facing a variety of inequalities. I took time away from psychiatry to undertake a **Future Leaders Programme Fellowship** and thrived in a leadership role working across the system. It was during this programme that I began to consider Public Health, and within a year I had entered the **Registrar Programme**."*

Diane

Louise Brewins
Programme

Core Skills for
Population Health
Intelligence

*"I am currently in my 1st year placement of 2 years, working and studying for a level 4 data analyst qualification with Kirklees Council (2nd year will be with Calderdale LA) on the **Louise Brewins Programme**. The programme offers a great opportunity to enhance and further technical knowledge and skills in the general area of data analysis, whilst at the same time, applying learning in context in the field of public health. So far, I have been lucky enough to work on several projects analysing and collating data on health inequalities, using both local data, and national datasets, and continue to look forward to using a variety of software in the future such as Tableau, R and SQL."*

*"On entering the local authority, I completed the **Core Skills training for PHI** analysts, which was a great balance of knowledge and overall context to a public health approach, some key statistical terms and methodologies, and some tools and resources commonly used and available. I have a background in primary teaching, and more recently working with families to support them in infant feeding, and facilitating training and workshops to help families make small changes in order to live a healthy lifestyle and give young children the best start in life. As a result, I am passionate about continued support for populations, and how support can be directed."*

Christus

The "Practitioner Programme"
comprises these two separate
parts, which can be done
separately or together

Professional CPD
Masterclasses

UKPHR Practitioner
Registration

HEE Registrar
Programme

*"After gaining a local authority public health role, I enrolled onto the **Y&H Public Health Practitioner Programme** to evidence my competency as a public health professional. Following completion of the Practitioner Programme, I was encouraged by the programme team to consider applying for the **Public Health Specialty Training Programme**. I did so and was successful in gaining a position in the North West, where I am currently based now as an ST1 Public Health Registrar. Completing the Practitioner Programme contributed significantly to my personal development and facilitated the progression on to Specialty Training."*