

1.19.11 NEET

In relation to the Service Specification please advise how you will help local disadvantaged groups including but not limited to Ex-Offenders, young people who are classed as NEET (Not in Education, Employment or Training), to receive the benefit of training, work experience or apprenticeship opportunities.

(Maximum Word Count – no limit but be concise)

1.19.11.1-Key roles

This activity will be managed locally by the Staffordshire Operational Director supported by Operations and Clinical Service Managers in conjunction with HR Business Partner and Learning & Organisational Development (L&OD) Manager.

The Area and Regional management teams will oversee the recruitment and engagement activities to ensure service level agreements are maintained.

1.19.11.2-Experience in helping local disadvantaged groups with training, work experience or apprenticeship opportunities

We have worked closely with local job centre provision and services supporting individuals in the community back into the workplace to offer employment opportunities. We plan to work closely with our L&OD department to offer traineeships as an opportunity.

The current recruitment and resourcing strategy aims to widen the opportunities within the community and reach a variety of additional groups to provide employment and training opportunities.

We also plan to work closely with charities and support services as an inclusive employer, to think of innovative ways to attract applicants from different aspects of the community and to understand how we can adapt the working environment to become more inclusive.

We pledge to provide opportunities to members of the armed forces community and veterans for employment and training and we are signatories of the Armed Forces Covenant.

Totally Plc is a Disability Confident Employer and a signatory of the Mindful Employer Charter. As a Disability Confident Employer, we ensure that interviews are offered to candidates who match the role criteria and declare they have a disability.

Apprenticeships are available and advertised to internal applicants with a fair recruitment process to ensure all employees have equal access to these development opportunities.

As part of our social value strategy, we aim to offer entry level roles as apprenticeships and traineeships if deemed appropriate by recruiting managers.

1.19.11.3-Proposals to help local disadvantaged groups via training, work experience or apprenticeships

a)-Ex-offenders

We will review our offerings to balance the risk to the organisation and supporting the local community and local disadvantaged groups.

b)-NEET

We will work with local services/employment agencies/charities to promote our opportunities and offer career pathways through our apprenticeship routes.

Our social value portal pledges include a commitment to work with under and over 24 year old unemployed individuals to offer career mentoring, mock interviews, CV advice and career guidance. This includes local school and college visits to raise awareness. Early Intervention and engagement is key.

c)-Other local disadvantaged groups

As an inclusive employer, we recognise that staff are our most important asset, and always aim to support and adapt the workplace to accommodate colleagues with impairments/disabilities. This approach ensures we get the best out of our teams which leads to provision of excellent patient care.

We will always look to use our internal processes and external support services to ensure that our colleagues are fully equipped to undertake their roles. Some services that we regularly use to do this are our:

- DSE/Risk Assessments by trained colleagues.
- Occupational Health Services.
- Access-to-Work services.
- Linking in with charities to find innovative ways of working to adapt workspaces/environments for colleagues.
- Regular support, communication via one-to-ones.
- Mental health first aid and wellbeing support network

We will link into employability services and offer support to the community – particularly those outside of the government schemes (16-25 year olds with gaps in employment).

We will offer veterans employment, training and integration opportunities as part of being an Armed Forces Covenant signatory.