



**Careers**

**Joined Up Care** Derbyshire



# HEALTH AND SOCIAL CARE WORKFORCE CHARTER



The aim of the Health and Social Care Charter is to make a promise to improve the experience of everyone working in the health and social care sector within Derby and Derbyshire.

We are one huge, diverse and growing team, and yet we continue to face ongoing challenges of workload pressures, daily demands and staffing shortages.

This Charter is our commitment we all make to each other aimed at improving the wellbeing and overall workplace in order for us to retain and recruit new staff into the sector.

The charter intends to establish a standard of good practice whereby every employer supports and values their workforce and improves the image of the sector to support the attraction of new staff.

It is to demonstrate the commitment that health and social care employers have pledged to:

- Provide good employment offers with fair salaries and competitive packages
- Be safe and healthy by looking after each other and our own health and wellbeing
- Support their staff to deliver the highest standards of care
- Provide a supportive working environment that is compassionate and inclusive, applauding diversity
- Build a positive culture of learning development and progression

# About us

## A partnership approach

Joined Up Careers Derbyshire is the workforce arm of the Joined Up Care Derbyshire Integrated Care System (ICS), bringing together NHS employers, local authorities, and individual providers from the private, voluntary, and independent sector.

We actively encourage health and social care providers to engage with the partnership for support with current and future workforce initiatives, including workforce development, targeted recruitment campaigns and sharing best practice.

Our collaborative partnership is supported by Health Education England, Skills for Care and the Department for Work and Pensions. We play a key role in the D2N2 Local Economic Partnership in promoting career and employment opportunities within schools and colleges, workplaces, and the wider community, about all that is best about working in health and social care.

This Charter gives a commitment to the long-term collaboration between partners in supporting shared community wealth, building goals to improve collective wellbeing and creating a strong, resilient, and inclusive community across the Derby and Derbyshire economy.

In the future, we see the Workforce Collaborative playing an important role in supporting public sector employers to exemplify the Charter and to support smaller employers in areas such as primary care and the independent care sector to become supporters, as well as members.







## The Pledge:

- To **positively influence the social, economic, and environmental conditions of local communities**, to ensure a healthy and prosperous population and significantly contribute to addressing the wider determinants of health
- To **offer employees quality training and opportunities to develop their career**, as well as providing a good work-life balance to attract people who have the right values and behaviours to deliver high-quality care and support, and to bring value to their own workplace
- To support the Derbyshire 'Model of Care' and the NHS Long Term Plan in **developing fully integrated community-based care** across the city and county that supports staff working flexibly and beyond organisational boundaries with effective delegation and the development of new roles
- To make **greater use of apprenticeship opportunities**, including supported apprenticeships, through levy gifting promoting apprenticeships for people to learn on the job, allowing new starters and current members of staff to gain a qualification and apply their learning while continuing to earn a salary
- To work closely with local education providers to **close the gap between the skills of people and the needs of employers** by aligning workforce demand plans with the design and commissioning of education for health and social care practitioners



## The Pledge:

- To dispel any myths surrounding health and social care by **promoting the sector** as committed employers of people who are passionate about making a difference
- To **support the future workforce by playing an active role within schools and colleges and the wider community**, promoting all that is best about working in health and social care, providing opportunities for work experience/supported internships, and having meaningful engagement with parents/guardians and career advisers to support career choices
- To **improve the use of digital technology to modernise careers** and improve accessibility for all
- To **support the network of workforce champions** with schools and colleges for people to explain how they got started in their career and raising awareness of the huge variety of opportunities available
- To **ensure that the workforce is representative of the people we serve** by monitoring all elements of the recruitment, training and employment process to ensure that organisations attract, select, promote and retain people equitably and take action where necessary to ensure inclusive organisation cultures are developed
- To collaborate and contribute to the **promotion of career opportunities within health and social care**





## Why YOU should sign up to the Health and Social Care Workforce Charter

Demonstrate your commitment to the health and wellbeing of your people

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Offer quality training, apprenticeship opportunities and supported internships with clear routes for progression, attracting more people into a caring career

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Inspire the future workforce by promoting all that is best about working in health and social care

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Work collaboratively with other similar organisations in the Derbyshire health and social care system

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Demonstrate the world of wonderful careers available in health and social care

## Our partners



## Our partners

The Chesterfield  
**College Group**

